



Riverhead Police Department
Police Reform and Reinvention Collaborative Plan

March 2021

RPD Reform Plan

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Town of Riverhead
Police Reform and Reinvention Collaborative Plan
March 2021

I. TOWN OF RIVERHEAD POLICE REFORM AND REINVENTION COLLABORATIVE PLAN

A. INTRODUCTION:

Riverhead Township, in compliance with the Governor’s mandate issued in an Executive Order, which directed municipalities who employ Police Officers, to actively engage stake holders in their local community to review their police policies and procedures and amend as necessary with locally approved strategies.

The overreaching goal of the mandate philosophically centers on the police and the community forming interactive relationships to identify their community’s specific needs and in turn establishing priorities for developing plans for improvement.

The Riverhead Law Enforcement Advisory Panel (LEAP) Task Force established a core group of citizens who were sufficiently concerned about police reform and who were willing to work in a cohesive productive manner with all stakeholders for over the course of 8 months. In furtherance of the Governor’s mandate, the Riverhead LEAP Task Force has produced this document detailing the entire process, steps completed, efforts in the community, responses and ending with recommendations.

Municipality: Riverhead Town, Suffolk County, NY
Law Enforcement Agency: Riverhead Police Department
Riverhead Town: Yvette M. Aguiar, Supervisor
Riverhead Police Department: David J. Hegermiller, Chief of Police

B. Town of Riverhead:

The Town of Riverhead, with a population of approximately 35,000, is located on the east end of Long Island (“East End”) in Suffolk County, was founded in 1792. Riverhead is situated between the Towns of Brookhaven and Southold and comprises approximately 78 square miles. Located 70 miles from New York City, Riverhead is bounded by the Peconic River and the Great Peconic Bay on the south, and the Long Island Sound on the north. The central business district is located along New York State Route 25 and is accessed by Exit 72 of Long Island Expressway (I-495). Downtown Riverhead is also in close proximity to the exclusive Hamptons communities while being the gateway to the North Fork. Situated at the easternmost point of New York State, and home to a thriving, dynamic regional economy and diverse community. The Long Island region also features an excellent school system, abundant medical facilities and an overall high quality of life.

C. Riverhead Police Department / Mission Statement:

Mission Statement

The value of human life is immeasurable. As we dedicate ourselves to the service of our residents and others in our community, Department personnel will actively preserve, protect and respect human life and the dignity of all people.

The Riverhead Police Department was established in 1934 and currently consists of 88 Full Time Sworn Officers and approximately 53 Full and Part Time support staff. The Department has 14 Supervisors and 74 Officers serving in and overseeing the following Divisions and Bureaus; Patrol, Detective, Juvenile Aid, School Resource, Marine and Fire Investigations.

D. Municipality/Agency Gender/Race Demographics:

DEMOGRAPHICS	RIVERHEAD TOWN	RIVERHEAD POLICE DEPARTMENT
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SEX

Female	51.50%	11.00%
Male	48.50%	89.00%

RACE

White	72.30%	91.00%
Black or African American	9.90%	1.10%
American Indian	0.00%	1.10%
Asian	2.00%	3.40%
Native Hawaiian and Alaskan Native	0.00%	0.00%
Hispanic or Latino	15.30%	3.40%

DATE

1-Jul-19

6-Jan-21

census.gov
Riverhead Town, Suffolk County, New York

Riverhead Police Department
Statistics

II. REFORM AND REINVENTION COLLABORATION PROCESS

A. Riverhead Law Enforcement Advisory Panel (LEAP)

Mission Statement

The mission of the Riverhead Town Law Enforcement Advisory Panel (Riverhead LEAP) is to work collaboratively with the entire community to examine current policies and procedures of the Riverhead Town Police Department and its relationship with the people they serve. This effort includes, Community groups, clergy, business owners, and activist groups in the community. The goal is to obtain input from the entire community and to create a consensus on the future of policing in our town.

The Riverhead LEAP committee was established on October 20, 2020 by Town Board Resolution #2020-555. The members were chosen from the Riverhead community and associated agencies encompassing the key areas of services that are intertwined with Law Enforcement. (See Appendix).

Along with the committee members a group of advisors were identified by the Town to provide their expertise and were associated with the following communities and professions: Mental Health, Public Safety, Police Unions, Diversity, Clergy, Fire Service, Homelessness, Health Care, Corrections and the Latinx Community.

All members served on a voluntary basis and were more than willing to assist in this community process.

Committee Members:

- Yvette Aguiar, Town Supervisor
- Frank Beyrodt, Town Board Member
- Lane Bubka, Public Defender
- Reverend Mary Cooper, Clergy, Community Member
- Dwayne Eleazer, Community Member
- Carlos Flores, Latinx Business Owner
- David Hegermiller, Chief of Police
- Jeremy Hobson, Community Member
- Connie Lassandro, Anti-Bias Task Force, Co-Chairperson
- Gwen Mack, Community Member
- Sarah Mayo, Anti-Bias Task Force/ NAACP
- Daniel McCormick, Town Attorney
- Roberto Ramos, Anti-Bias Task force/Latinx Business Owner
- Patricia Theodorou, Suffolk County Trial Division/DA
- Annette Totten, NAACP, Co-Chairperson
- Patricia Brosco, Suffolk County DA's, East End Bureau Chief

Advisors:

- Robyn Berger-Gaston, Division Director Family Service League
- Baycan Fideli, Director Public and Fire Safety Suffolk Community College
- Ed Frost, Superior Officer Association, SOA President
- Charles Mauceri, Police Benevolent Association, PBA President
- Jodi Giglio, Councilwoman/Riverhead's Path to Diversity
- Pastor Liggon, First Baptist Church
- Kevin McQueeney, Wading River Fire Department
- Daniel O'Shea, Executive Director Maureen's Haven, Homeless Outreach
- Andrew Mitchell, President and CEO Peconic Bay Medical Center
- Ronald Schmitt, Retired Suffolk County Corrections
- Sister Margaret Smyth, North Fork Spanish Apostolate

B. Process and Timeline

Date	Item	Action
September 2020	Receive	New York State Police Reform and Reinvention Collaborative received and reviewed. https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/Police_Reform_Workbook81720.pdf
October 2020	Establish	Committee and Advisory Members chosen. Elicited input and feedback on police issues and the Riverhead Police Department. Biweekly Zoom meetings were held.
November-January 2021	Measure	Surveys and listening sessions were held for the entire Riverhead Community. (See Appendix).
January 2021	Analyze	Reviewed data
February 2021	Draft	Draft plan formulated
March 2021	Publish	Released draft plan to Town Board and public through media and printed copies, on Town website and on social media. Currently allowing for review and comment. (See Appendix).
April 2021	Submission	To certify acceptance of the draft plan and forward to NYS Governor's Office. (See Appendix).

III. PUBLIC PARTICIPATION AND FEEDBACK CHANNELS

A. Surveys:

- **Committee Feedback Survey:**
 - Three questions were distributed to all committee members via email after introductory meeting.
 - Results reviewed at the next bi-weekly committee meeting.

- **General Public Survey:**
 - Survey consisted of 23 survey questions and 4 demographic data questions; Notifications were shared via news channels, newspapers, websites, social media from November 23, 2020 to December 20, 2020, and at several Town Board Meetings.
 - Anonymous participation permitted.
 - Printed copies were made available at Town Hall and Police Headquarters as well as circulation by the committee, the advisors, clergy and Riverhead Library.
 - The target audience consisted of 33,469 town residents and anyone who came in contact with the Riverhead Police Department. Over 1,200 participants responded to this study producing a response rate of 3.6%.
- **Analysis:**

Riverhead Police Department Synopsis of Survey Responses:

The findings of this survey were obtained from a written survey available to the entire Riverhead community, in English and Spanish. The survey was distributed through the Riverhead Town website, Facebook, the Riverhead Library, various clergy, and a hard copy was available at the Town's reception area. In addition, each of the 16 Riverhead Law Enforcement Advisory Panel (LEAP) committee members representing the Riverhead community were tasked with distributing the survey.

Twenty-seven multiple choice questions were created, consisting of demographic data and the perception of police activities in the Riverhead Police Department. The Likert Scoring Scale was utilized for the methodology and data collection process to ascertain the degrees of choices. The methodology used is a common research model utilized in social research and is deemed appropriate for eliciting quantitative analysis for reliability and validity. (See survey questions in the Appendix).

Q. 1: Responses according to hamlet: Responses revealed, Riverhead 34%, Wading River 14%, Aquebogue 12%, Calverton 10%, Baiting Hollow 10%, Jamesport 9%, Not a Resident 8%, and Manorville 3%.

Q. 2: Perception to crime as a problem in Riverhead: Responses revealed Neutral 28%, Disagree 28%, Agree 23%, Strongly Disagree 12%, and Strongly Agree 8%.

Q. 3: Perception of safety in their hamlets: Responses revealed, Agree 45%, Strongly Agree 28%, Neutral 15%, Disagree 8%, and Strongly Disagree 3%.

Q. 4: Perception of relationship between the Riverhead Police Department and Riverhead participants: Responses revealed, Excellent 50%, Good 34%, Fair 11%, Very Poor 3%, and Very Poor 2%.

Q. 5: Responses to most recent contact with the Riverhead Police Department: Responses revealed, within One Month to One Year 64%, Made Contact Within One Month 20%, and Never Made Contact 16%.

Q. 6: Responses to types of contact with the Riverhead Police Department: Responses revealed, involved or Reported an Incident 59%, No Contact 18%, Traffic Stop 12%, Victim 7%, Other 3%, and Arrested 1%.

Q. 7: Responses on rating the quality of recent contact with the Riverhead Police Department: Responses revealed, Excellent 61%, Good 24%, Fair 9%, Poor 3%, and Very Poor 3%.

Q. 8: Responses for need of language assistance: Revealed 99% No and 1% Yes.

Q. 9: Responses to satisfaction with language assistance: Responses revealed, 78% Yes and 22% No.

Q. 10: Responses to overall level of satisfaction with the Riverhead Police Department: Responses revealed, Excellent 60%, Good 25%, Fair 9%, Poor 3%, and Very Poor 3%.

Q. 11: Responses on being treated with respect by the Riverhead Police Department: Responses revealed, 92% Yes, and 8% No.

Q. 12: Responses concerning enhanced additional police services (check all that apply): Responses revealed, Patrol Vehicle 59%, Foot Patrols 27%, Presence in Schools 21%, Other 20%, and Bike Patrol 19%.

Q. 13: Responses to the importance of police response by type of service (1 most important and 7 being least important): Responses revealed Shootings/violence 27%, Police Response Time (911 calls) 24%, Police visibility 21%, drugs 21%, Code Enforcement 7%, Other 4%, and Traffic Enforcement 3%.

Q. 14: Responses to identify victims of racial profiling by the Riverhead Police Department: Responses revealed, 96% were not a victim of racial profiling, and victim of racial profiling 4%.

Q. 15: Responses revealing the certainty of the Riverhead Police Department ability to handle and fully investigate a complaint against one of their own officers for police misconduct: Responses revealed, Strongly Agree 34%, Agree 28%, Neutral 22%, Disagree 8%, and Strongly Disagree 8%.

Q. 16: Responses of the Riverhead Police Department's ability to make non-biased decisions: Responses revealed, Strongly Agree 41%, Agree 32%, Neutral 16%, Disagree 6%, and Strongly Disagree 5%.

Q. 17: Responses that Riverhead Police Department policies may need to be changed: Responses revealed, Neutral 47%, Agree 21%, Disagree 12%, Strongly Disagree 10%, and Strongly Agree 10%.

Q. 18: Responses to the belief, the Riverhead Police Department is working towards improving relationships with Riverhead minority communities: Agree 36%, Neutral 30%, Strongly Agree 27%, Disagree 3%, and Strongly Disagree 3%.

Q. 19: Responses to minorities being treated differently according to Riverhead hamlets: Responses revealed, Neutral 29%, Strongly Disagree 27%, Disagree 26%, Agree 11%, and Strongly Agree 7%.

Q. 20: Responses on the need to complain of the quality of services rendered by the Riverhead Police Department: Responses revealed, 94% No and 6% Yes.

Q. 21: Responses on satisfaction for handling a past police complaint by the Riverhead Police Department: Responses revealed, Not At All Satisfied 39%, Completely Satisfied 21%, Very Satisfied 16%, Moderately Satisfied 12%, and Slightly Satisfied 12%.

Q. 22: Responses on the types of services the Riverhead Police Department should provide:

Respond to domestic incidents?	97% Yes and 3% No
Respond to Protest/crowd control incident?	96% Yes and 4% No
Receive all 911 calls for assistance?	90% Yes and 10% No
Respond to Emotionally Disturbed Person?	89% Yes and 11% No
Respond to homeless incidents?	83% Yes and 17% No
Respond to sick/injured calls?	69% Yes and 31% No
Presence of Police Officers in Schools?	67% Yes and 33% No

Q. 23: Responses to rating the overall services of the Riverhead Police Department: Responses revealed, Excellent 53%, Good 34%, Fair 10%, Poor 2%, and Very Poor 1%.

Q. 24: Responses to Gender of survey participants (Optional): Responses revealed, Males 48%, Females 46%, Transgender 0.4%, and No Responses 5%.

Q. 25: Age group of survey responses: Responses revealed (Cumulatively), any age to 49 years of age 34% and 50 years and above 66%.

Q. 26: Responses to survey participant ethnicity (Optional): Responses revealed, White 71%, Did Not Wish to Answer 18%, Black or African American 6%, Hispanic or Latino 5%, Native American or American Indian, 0.6%, and Asian Pacific Islander 0.3%.

Q. 27: Responses on participant willingness to be contacted regarding the Police Survey (Optional): 196 survey participants responded Yes.

Analysis of Police Perception

Overall, 69% of respondents revealed they were neutral, disagreed or strongly disagreed crime is a problem and 89% reported they were neutral, agreed and strongly agreed feeling safe in their hamlets. Ninety-two percent reported having a fair, good or excellent relationship with the Riverhead Police Department. Ninety-three percent respondents rated their most recent contact with the Riverhead Police Department as fair, good or excellent. Ninety-three percent revealed satisfaction with the Riverhead Police Department as fair, good to excellent. Ninety-three percent reported they were treated with respect by the Riverhead Police Department. Ninety-six percent of respondents reported they were not a victim of racial profiling and 84% were neutral, agreed or strongly agree the Riverhead Police Department is capable of handling police mis-conduct complaints. Regarding the need for policy change, sixty-nine percent responded as neutral, disagree, or strongly disagreed. Eighty-nine percent of respondents revealed the Riverhead Police Department is capable of making non-biased decisions. Eighty-two percent of respondents indicated they were neutral, agreed or strongly agreed minorities are not treated differently. Responses on the overall services rendered by the Riverhead Police Department revealed 87% were satisfied.

B. Listening Sessions:

Town of Riverhead hosted 2 virtual Public Listening Sessions regarding Police Reform. These Listening Sessions enabled our members of our community the opportunity to share their concerns or suggestions. Spanish interpretation

was made available. The 2 Virtual Listening Sessions were advertised via local news channels, newspapers, websites, social media and Town Board Meetings.

- The first Listening Session was held on January 12, 2021, 11:00 a.m. via Zoom. Thirty-five participants registered for the session with 4 offering comments. (See Appendix).
- The second Listening Session was held on January 14, 2021 at 5:00 p.m. via Zoom. Forty participants register for this session with 6 offering comments. (See Appendix).

IV. RIVERHEAD POLICE DEPARTMENT REFORM PLAN

The reform plan, in accordance with public feedback and the executive order requirements, consists of six categories: Equality and Social Justice, Accountability and Transparency, Community Relations, Policy and Procedures, Training and NYS Mandated Changes. Each reform item will be identified by its own unique number and be placed into its related category.

Each item will be presented in the following format:

Number, Reform Item

Description of Reform Item

Action taken or to be taken

Timeline

Timeline will be graded according to the following target timeline scale:

Target Timeline

SHORT **1-2 Years**
MEDIUM **3-4 Years**
LONG **5-6 Years**
PENDING
COMPLETED

THE PLAN

A. Equality and Social Justice

1. Diversify and Increase Police Candidate Pools

Description

Increase hiring diversity to better reflect community demographics.

Action

Testing and background investigations are under the authority of Suffolk County Civil Service and the Suffolk County Police Department Applicant Investigation Section. We will work with these agencies to identify and improve the areas that limit diversity of police candidates. We will identify community organizations to help develop mentoring programs to help potential candidates through coaching and guidance during the entire hiring process.

Timeline

MEDIUM

2. **Provide Test Training**

Description

Provide Civil Service test training to prepare applicants for the entry-level examination.

Action

The Riverhead Police will partner with Suffolk County Community College or Suffolk County BOCES to develop a program for applicants interested in becoming a Police Officer. The program would describe the career of a Police Officer, offer training for the Civil Service test and outline the background/investigation/testing process. The program would also provide notifications and application assistance for upcoming Civil Service tests in Law Enforcement.

We will also ensure we open lines of communication with our High School students to identify potential applicants who wish to apply for the Suffolk County Police test. Prior to the test, the Riverhead Police Department will host a 1 day candidate Police course to assist with Civil Service test taking techniques.

Timeline

MEDIUM

3. Expand Diversity and Bias Awareness Training

Description

Expand diversity and bias awareness training to include marginalized populations such as Homeless, Substance Use Disorders, Minority, and Lesbian, Gay, Bisexual, Transgender, Questioning (LGBTQ) communities, as well as training to recognize systemic racism.

Action

Ongoing Training on an annual basis. Hispanic/Latinx Awareness Training completed 2018- provided by OLA of Eastern Long Island, Inc. LGBTQ Training completed in 2019-provided by Riverhead Anti-Bias Task Force.

Two Sergeants have completed - Implicit Bias/Train the Trainer Training. To be incorporated into department training this year. Suffolk County Police Department will provide their BIAS training as a refresher to the entire department.

Timeline

COMPLETED

B. Accountability and Transparency

4. Personnel Complaint Civilian Review Panel

Description

Civilian panel to review personnel complaints, investigations, and adjudications to ensure that best practices in personnel actions are being followed.

Action

As per NYS GML Section 155, The Town Board shall have the power and authority to adopt and make rules and regulations for the examination, hearing, investigation and determination of charges, made or preferred against any member or members of such Police Department. As such, the Town Board, consisting of five civilians, acts as the Civilian Review Panel and the State Authorized Arbitrators in disciplinary matters concerning members of the police department. Establish a formal personnel complaint review process with the Town Board.

Timeline

SHORT

5. Increase Transparency of Arrest Activities and Calls for service

Description

Ensure citizens have access to appropriate police data & arrest activities via a monthly report.

Action

The Police Department currently reports its statistics to the Town Board in an oral and written format on a monthly basis. A report will be updated to include use of force, arrests by sex and race and any other information deemed appropriate by the Town Board. As previously stated, the new County-wide records management system will aid in reporting and accuracy criteria. Once the system is operational, reports will be included on the Town website. Local newspapers have access to reports and police blotter and have been reporting on police activity for decades.

Timeline

COMPLETED

6. Personnel Complaints & Adopt Reporting Method and Tracking

Description

Make the complaint process more accessible to the public and include complainant data in reports.

Action

Complaint reporting is currently available at the Police Department or through telephone. Establish an online Complaint Reporting System through the Town website. Eliminating the possible barrier of intimidation. Monthly complaint statistics will be made available through the Monthly Report. Complaint statistics to be reviewed for any commonalities which could be addressed through training. A civilian compliment form will also be included on the Town website for those civilians who desire to report their satisfaction with the Riverhead Police Department.

Timeline

SHORT

7. Increase Transparency of Use of Force Incidents

Description

Enhance citizen access to the Use of Force data and personnel complaint incidents along with outcomes. Modify our current software system to improve data tracking and collection.

Action

Use of Force is currently reported to NYS through the E-Justice Portal. Use of Force data will be included in the Police Monthly Report.

Timeline

SHORT

8. Publish Job Descriptions and Annual Performance Appraisal Process

Description

Make job descriptions and performance process more readily available.

Action

Post job descriptions for each officer rank on the Town website. The department is in the process of acquiring a rules and procedures software, Lexipol. This vendor will make our rules and procedures more accessible to the public.

Timeline

SHORT

9. Establish Use of Body Worn Cameras by Police Officers

Description

Investigate types of body worn camera systems, and the best practices for use of body worn cameras.

Action

- To establish timeline for the implementation of body worn cameras.
- To negotiate possible stipend with the PBA/SOA for wearing body cameras.
- Research budget constraints, obtaining grants and additional funding if possible.
- Develop and adopt rules and procedures regarding the implementation of body worn cameras.

Timeline

LONG

C. **Community Relations**

10. **Conduct Public Education on Policing Practices**

Description

Build public awareness of Police practices through community outreach and education.

Action

Provide brochures to share recommended actions for citizens when interacting with Police.

- School Resource Officer (SRO) to provide High School lectures to new license holders on how to interact with Police during traffic stops.
- Provide Neighborhood Watch lectures to residents on Police practices and how to interact with Police.

Timeline

SHORT

11. Strengthen Customer Service Practices

Description

Increase positive communications through better customer service & professional development training. Develop a feedback program to identify how citizens perceive the department's customer service.

Action

Develop & Conduct Professional Development training on communications for Supervisors/Subordinates.

Timeline

SHORT

12. Strengthen Community Safety Training Program

Description

Use Neighborhood Watch/Crime Prevention Officers to provide key safety trainings to residents or community groups and improve offerings. These trainings help enhance their safety knowledge and support better relations with the Officers and Department.

Action

- Police Officers continue conducting safety courses for members of the community.
- Provide safety presentations to community groups through the Departments social media website/Town website.

Timeline

SHORT

13. Establish & Promote Community Programs to Increase Law Enforcement Visibility in the Community

Description

Develop and execute programs that bring law enforcement officers and citizens together in forums where they talk to one another, share thoughts, and promote interactions which support the building of positive relationships.

Action

- Continue Positive Police/Community interaction.
 - a. Coffee with a Cop, quarterly social hour for residents to interact with the Police Officer.
 - b. Ensure attendance of all town/village board meetings.
 - c. Representing the Law Enforcement Sector in the Riverhead CAP Community Coalition (Named National Coalition of the year in 2020).
 - d. Pre Prom Party- Hosted by Riverhead CAP where parents and students come to learn the DO's and Don'ts of Prom night.
 - e. Police Presence on Town Committees, i.e. Anti-Bias Task Force, Traffic Safety Committee, Labor Management etc.
 - f. Child Safety Instruction and Installation of car seats.
 - g. Response to active shooter events training.
 - h. National Night Out.
- Create new interactive programs:
 - a. Ongoing Community Listening Sessions. That bring Community concerns and questions right to the Department.

Timeline

SHORT

D. Policies & Procedures

14. Improve Selection Methods by Requiring Candidates to Meet Additional Standards

Description

Increase criteria for candidates to help ensure a higher quality pool of candidates for new-hires.

Action

Enhance selection methods for new-hire. Partner with Suffolk County Community College to develop a Police Academy program where students would obtain NYS Police Certification and an Associate's Degree including course work in Physical Fitness, Psychology, Sociology, Mental Health, prior to the hiring process. During their education each student would be mentored in applying for and taking the civil service exam along with the applicant investigation process. Completing the program and obtaining the Certification/Degree would make them a better candidate and improve their ability to be hired as a Police officer.

Timeline

LONG

15. Initiate Quality Assurance Feedback Channels

Description

Allow citizens to submit feedback via website to reduce the incidence of unsatisfactory or unlawful behavior.

Action

Establish a Complaint/Compliment/Concern On-line form on the Town website that would allow feedback from the community on Police personnel and Police Issues. (See Appendix).

Timeline

COMPLETED

16. Pursue NYS DCJS Law Enforcement Accreditation (LEAP)

Description

Meet NYS DCJS Law Enforcement Accreditation standards.

Action

The department has been Accredited since 2011 and has its second 5-year review coming up in the next few months. Our new Rules and Procedure software should make the Re-Accreditation process seamless in the future while improving the transparency of our Policies with the community it will also help train our personnel and track their comprehension of the Rules and Procedures.

Timeline

COMPLETED

17. Pursue NYS DCJS SWAT Accreditation Emergency Services

Description

Emergency Services Personnel receive a higher level of training in performance to specifically deal with high risk search warrants, hostage situations, barricaded subjects, etc. to reduce the possibility of injury to Officers and the public.

Action

Our Department utilizes the Suffolk County Police Department when Emergency Services are required.

Timeline

COMPLETED

18. Improve Collaboration with Mental Health Agencies

Description

Expand Crisis Intervention Training (40 hr. instruction by NYS office of Mental Hygiene). Partner with Suffolk County Department of Health to increase field use of Mobile Crisis Unit.

Action

- Work with Suffolk County Department of Health to establish protocols for expanded use of mobile crisis unit.
- Work with the Dash Program to locate Mental Health Office closer to the 5 eastern Towns in Suffolk County to increase the use of their Mental Health Services.
- Collaborate with Suffolk County Police Academy to expand their crisis intervention training to In-Service Personnel and new recruits.

Timeline

SHORT

19. Improve Awareness of Mental Health Challenges of Officers

Description

Review current Peer Counseling Programs (Suffolk County Employee Assistance Bureau and East End Law Enforcement Peer Support Response Team) and create emotional survival for law enforcement program for deputies, officers, and families.

Action

- Train additional peer counselors.
- Train all personnel in basics of peer counseling.

Timeline

COMPLETED

E. Training

20. Expand De-Escalation Training

Description

Review current de-escalation trainings with Instructors and staff for additional recommendations.

Action

- Continue De-escalation Training with Suffolk County Police Academy and In-House Instructors.
- Research Vendors for De-escalation Simulators to have all Officers participate on a regular basis during their normal work schedule.

Timeline

COMPLETED

21. Expand Use of Force Training

Description

Review current training by defensive tactics with Instructors for additional recommendations.

Action

- Amended our Use of Force Policy to come into compliance with the updated Division Criminal Justice Services (DCJS)/ Municipal Police Training Counsel (MPTC) Use of Force Policy in 2020.
- Completed Mandatory DCJS Use of Force training on line.

Timeline

COMPLETED

F. NY State Mandated Changes

22. Civil Penalties for Filing False Reports on Member of a Protected Class

Description

Establish civil penalties for falsely Summoning a Police Officer when there is no reason to believe a crime, offense or threat has been committed involving a member of a protected class.

Action

Include in 2021 In-Service Training Schedule.

Timeline

SHORT

23. Require Police Officers to Report the Discharge of Weapons

Description

Requires that any Law Enforcement Officer or Peace Officer who discharges their weapon, while on or off duty, where a person could be struck by a bullet from the weapon is required to verbally report the incident to his or her supervisor within six hours and prepare and file a written report within 48 hours of the incident.

Action

Amended Use of Force Policy to conform with NYS DCJS Model Use of Force Policy in October 2020. All of our Use of Force is reported to NYS DCJS as soon as possible through the EJustice Portal. Policy will be amended to include reporting by Officers who discharge their weapon under circumstances where a person could be injured.

Time line

SHORT

24. Require the Reporting of Police Acts or Omissions Resulting in a Person's Death to the Office of Special Investigation

Description

Establishes an Office of Special Investigation within the Office of Attorney General which will have investigative authority and criminal jurisdiction for any incident involving the death of a person caused by an act or omission by a Police Officer or a Peace Officer employed as a Correction Officer or contracted by an education, public health, social service, parks or housing agency. Where an investigation concludes that the death or matters relating to the death or investigation of the death involved criminal conduct, the Office will be empowered to prosecute any such alleged offenses. (Effective April 2021)

Action

When protocol is established it will be included in the In-Service Training schedule and report/communicate with NYS Attorney General's Office as required.

Timeline

PENDING NYS

25. Ban Choke Holds

Description

The Eric Garner Anti Choke Hold Act creates the crime of aggravated strangulation (making it a Class C felony) and establishes criminal penalties for a Police Officer or a Peace Officer who uses a chokehold that causes serious physical injury or death. (Effective June 12, 2020)

Action

Included in G.O. # 402, dated 11/1/2010 and In-Service Training.

Timeline

COMPLETED

26. Require Medical Response for Arrestees

Description

Affirms an individual's right to medical and mental health attention while under arrest or otherwise in custody of a Police Officer or Peace Officer. Failure to provide reasonable and good faith medical assistance could result in a cause of action against the Officer, representative and/or entity.

Action

New NYS DCJS standard 43.8 was included in G.O.# 575 dated December 30, 2020 and In-Service Training.

Timeline

COMPLETED

27. Require Policing Statistics to be Reported to the Division of Criminal Justice Services

Description

The Police Statistics and Transparency Act – or (STAT) Act- requires courts to compile and publish racial and other demographic data of all low-level offenses, including misdemeanors and violations. The data collected must be made available online and updated monthly. The new law also requires police departments to report any arrest-related death to the Department of Criminal Justice Services and to submit annual reports on arrest-related deaths to the Governor and the Legislature.

Action

Will provide data to Office of Court Administration and DCJS. This year the Suffolk County Police Department and numerous associated agencies will be transitioning to a new County-wide Police Records Management System. The system will not only allow data sharing County-wide, but will capture all required data for NYS. It will also more accurately record incident/crime data as we move from Uniform Crime Reporting (UCR) to Incident Based Reporting (IBR).

Timeline

SHORT

28. Recording of Law Enforcement Activity

Description

Provides that a person not under arrest or in the custody of a law enforcement official has the right to record police activity and to maintain custody and control of that recording and of any property or instruments used by that person to record such activities. A person in custody or under arrest does not, by that status alone, forfeit such right to record.

Action

Currently in compliance.

Timeline

COMPLETED

29. Provide the Public Access to Personnel Records of Deputies and Correctional Officers

Description

Prior to its repeal, Civil Rights Law 50-a prevented the disclosure of Police Officer personnel records without either the express, written consent of the Police Officer or a court order. This law considered confidential and not subject to inspection or review all personnel records used to evaluate performance toward continued employment or promotion. This law also applied to the personnel records of Firefighters and Correction Officers. This legislation also amends the New York State Freedom of Information Law (FOIL), subjecting any record created in furtherance of a law enforcement disciplinary proceeding to disclosure under FOIL. The new FOIL provisions require specific sensitive personal information, including medical history, to be redacted from such records prior to being disclosed.

Action

Monitoring all Foil requests with the Town Attorney's Office to ensure compliance

Timeline

COMPLETED

Appendix

A. Executive Order

No. 203

E X E C U T I V E O R D E R

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE

WHEREAS, the Constitution of the State of New York obliges the Governor to take care that the laws of New York are faithfully executed; and

WHEREAS, I have solemnly sworn, pursuant to Article 13, Section 1 of the Constitution, to support the Constitution and faithfully discharge the duties of the Office of Governor; and

WHEREAS, beginning on May 25, 2020, following the police-involved death of George Floyd in Minnesota, protests have taken place daily throughout the nation and in communities across New York State in response to police-involved deaths and racially-biased law enforcement to demand change, action, and accountability; and

WHEREAS, there is a long and painful history in New York State of discrimination and mistreatment of black and African-American citizens dating back to the arrival of the first enslaved Africans in America; and

WHEREAS, this recent history includes a number of incidents involving the police that have resulted in the deaths of unarmed civilians, predominantly black and African-American men, that have undermined the public's confidence and trust in our system of law enforcement and criminal justice, and such condition is ongoing and urgently needs to be rectified; and

WHEREAS, these deaths in New York State include those of Anthony Baez, Amadou Diallo, Ousmane Zango, Sean Bell, Ramarley Graham, Patrick Dorismond, Akai Gurley, and Eric Garner, amongst others, and, in other states, include Oscar Grant, Trayvon Martin, Michael Brown, Tamir Rice, Laquan McDonald, Walter Scott, Freddie Gray, Philando Castile, Antwon Rose Jr., Ahmaud Arbery, Breonna Taylor, and George Floyd, amongst others,

WHEREAS, these needless deaths have led me to sign into law the Say Their Name Agenda which reforms aspects of policing in New York State; and

WHEREAS, government has a responsibility to ensure that all of its citizens are treated equally, fairly, and justly before the law; and

WHEREAS, recent outpouring of protests and demonstrations which have been manifested in every area of the state have illustrated the depth and breadth of the concern; and

WHEREAS, black lives matter; and

WHEREAS, the foregoing compels me to conclude that urgent and immediate action is needed to eliminate racial inequities in policing, to modify and modernize policing strategies, policies, procedures, and practices, and to develop practices to better address the particular needs of communities of color to promote public safety, improve community engagement, and foster trust; and

WHEREAS, the Division of the Budget is empowered to determine the appropriate use of funds in furtherance of the state laws and New York State Constitution; and

WHEREAS, in coordination with the resources of the Division of Criminal Justice Services, the Division of the Budget can increase the effectiveness of the criminal justice system by ensuring that the local police agencies within the state have been actively engaged with stakeholders in the local community and have locally-approved plans for the strategies, policies and procedures of local police agencies; and

NOW, THEREFORE, I, Andrew M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, in particular Article IV, section one, I do hereby order and direct as follows:

The director of the Division of the Budget, in consultation with the Division of Criminal Justice Services, shall promulgate guidance to be sent to all local governments directing that:

Each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color.

Each chief executive of such local government shall convene the head of the local police agency, and stakeholders in the community to develop such plan, which shall consider evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions; model policies and guidelines promulgated by the New York

State Municipal Police Training Council; and standards promulgated by the New York State Law Enforcement Accreditation Program.

The political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing.

Such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021; and

Such local government shall transmit a certification to the Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and

The Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and

The Director is authorized to seek the support and assistance of any state agency in order to effectuate these purposes.

G I V E N under my hand and the Privy Seal of the State in the City of Albany this twelfth day of June in the year two thousand twenty.

BY THE GOVERNOR

Secretary to the Governor

B. Resolution-Forming Law Enforcement Advisory Panel (LEAP) Committee

10.20.2020

ADOPTED

TOWN OF RIVERHEAD

Resolution 2020-555

**APPROVES FORMATION OF THE RIVERHEAD LAW ENFORCEMENT ADVISORY PANEL (LEAP) AND
APPOINTMENT OF MEMBERS**

Councilman Beyrodt Jr. offered the following resolution,
which was seconded by Councilwoman Giglio

WHEREAS, events in recent months have focused national attention on law enforcement practices and the recognized need to integrate community input in a continued dialogue regarding law enforcement practices; and

WHEREAS, in the interest of facilitating the above-stated objective, and in compliance with New York State Executive Order No. 203, as issued by Governor Andrew Cuomo on June 12, 2020, the Town of Riverhead, by its Supervisor and Police Commissioner, Yvette M. Aguiar, in collaboration with the Riverhead Town Police Department's Chief of Police, David J. Hegermiller, endeavor to establish a panel to be known as the Riverhead Law Enforcement Advisory Panel ("LEAP"); and

WHEREAS, such panel shall be comprised of local officials and stakeholders within the community who will perform a comprehensive review of current law enforcement policies, procedures, practices, deployments and strategies, and develop an advisory plan for improvement relative to current policies, procedures, practices, deployments and strategies including modernization, innovation and modifications, if warranted and/or applicable; and

WHEREAS, said panel shall be comprised of both "**core**" panel members who shall serve at the pleasure of the Town Supervisor in collaboration with the Chief of Police who shall have direct input regarding the above-stated parameters of comprehensive review and "**advisory**" panel members who shall also serve at the pleasure of the Town Supervisor in collaboration

with the Chief of Police and who shall be permitted to provide advice and recommendations to “core” panel members on an as-needed basis; and

WHEREAS, said advisory plan, if warranted and applicable, shall be offered for public comment in the form of a public hearing and after consideration of such comments, shall be presented to the town board, which may ratify, amend or reject said advisory plan, in whole or in part, if warranted and/or applicable, in the interests of the Town of Riverhead, by local law or resolution no later than April 1, 2021; and

WHEREAS, pursuant to the terms and directives of Governor Andrew Cuomo’s Executive Order No. 203, the Town of Riverhead shall transmit certification to the New York State Director of the Division of the Budget to affirm that the Town of Riverhead is in compliance with such process including adoption of such local law or resolution, if warranted and/or applicable.

NOW THEREFORE BE IT RESOLVED that the Town of Riverhead hereby establishes, the Riverhead Law Enforcement Advisory Panel (“LEAP”) for the purpose of reviewing law enforcement policies, procedures, practices, deployments and strategies, drafting an advisory plan for improvement of same, if warranted and /or applicable, and implementation of same, as set forth above, if warranted and/or applicable.

BE IT FURTHER RESOLVED, that said advisory plan, if warranted and applicable, shall be offered for public comment in the form of a public hearing and after consideration of such comments, shall be presented to the town board, which may adopt, ratify, amend or reject said advisory plan, in whole or in part, if warranted and/or applicable, in the interests of the Town of Riverhead, by local law or resolution no later than April 1, 2021; and

BE IT FURTHER RESOLVED, that pursuant to the terms and directives of Governor Andrew Cuomo’s Executive Order No. 203, the Town of Riverhead shall transmit certification to the New York State Director of the Division of the Budget to affirm that the Town of Riverhead is in compliance with such process including adoption of such local law or resolution, if warranted and/or applicable.

BE IT FURTHER RESOLVED, that said advisory panel shall be comprised of the following “core” members and “advisory” members as defined above and designated as follows, each of whom shall serve at the pleasure of the Town Supervisor in collaboration with the Chief of Police:

CORE MEMBERS:

Honorable Yvette M. Aguiar, Town of Riverhead Supervisor & Police Commissioner
Chief David J. Hegermiller, Town of Riverhead Police Department
Councilman Frank Beyrodt, Town of Riverhead
Dwayne Eleazer, Stop the Violence
Reverend Mary Cooper, House of Praise
Connie Lassandro, Chairwoman, Anti-Bias Task Force
Jeremy Hobson, Community Member
Lane Bubka, Esq., Public Defender/Youth Court
Carlos Flores, Business Owner
Patricia Theodorou, Esq., District Attorney's Office
Gwen Mack, Community Activist, Church of the Harvest
Roberto Ramos, Business Owner/ Anti-Bias Task Force
Sarah Mayo, Anti-Bias Task Force/NAACP
Daniel P. McCormick, Esq., Town of Riverhead Deputy Town Attorney

ADVISORY MEMBERS:

Councilwoman Jodi Giglio, Town of Riverhead, Riverhead's Path to Diversity
Sister Margaret Rose Smyth, OP, the North Fork Spanish Apostolate
Andrew J. Mitchell, President & CEO, Peconic Bay Medical Center
Robyn Berger-Gaston, LCSW-R, Division Director, Family Service League
Daniel A. O'Shea, Executive Director, Maureen's Haven Homeless Outreach
Ronald J. Schmitt, Sr., Retired, Suffolk County Department of Corrections
Baycan Fideli, Director, Public & Fire Safety, Suffolk County Community College

BE IT FURTHER RESOLVED, that the Town Board of the Town of Riverhead authorizes the Town Supervisor as Chief Executive and Police Commissioner, in collaboration with the Chief of Police, to unilaterally supplement, amend or rescind panel membership, in their discretion, as they deem so warranted and in the interests of the Town of Riverhead.

BE IT FURTHER RESOLVED, that the Town Clerk is hereby directed to forward a copy of this resolution to the Riverhead Town Attorney and Police Chief David J. Hegermiller; and be it further

BE IT FURTHER RESOLVED, that all Town Hall Departments may review and obtain a copy of this resolution from the electronic storage device and, if needed, a certified copy of same may be obtained from the Office of the Town Clerk.

THE VOTE

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Frank Beyrodt Jr., Councilman
SECONDER:	Jodi Giglio, Councilwoman
AYES:	Aguiar, Giglio, Hubbard, Kent, Beyrodt Jr.

FISCAL IMPACT STATEMENT OF PROPOSED RIVERHEAD TOWN BOARD LEGISLATION

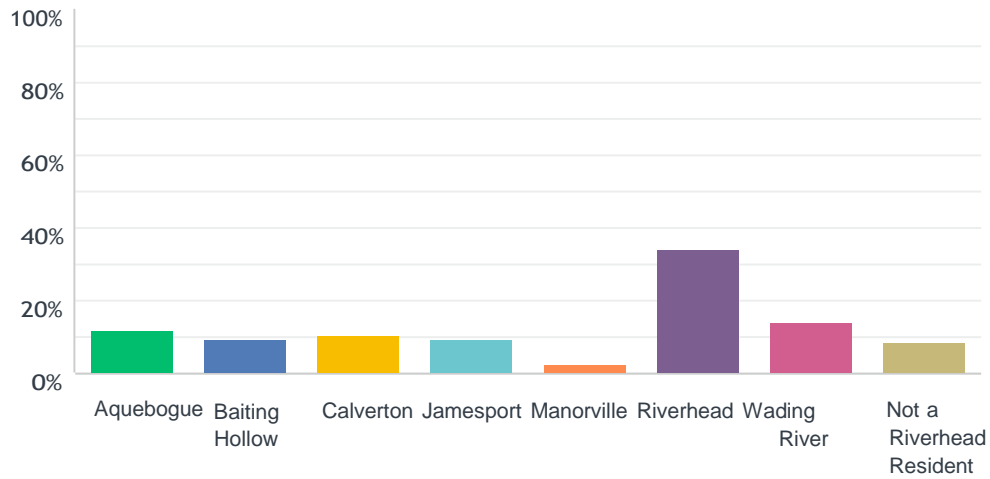
A.	Type of Legislation Resolution <u>XX</u> Local Law
B.	Title of Proposed Legislation: Approves Formation of the Riverhead Law Enforcement Advisory Panel (Leap) and Appointment of Members APPROVES FORMATION OF THE RIVERHEAD COMMUNITY LAW ENFORCEMENT REVIEW COMMITTEE AND APPOINTMENT OF MEMBERS
C.	Purpose of Proposed Legislation:
D.	Will the Proposed Legislation Have a Fiscal Impact? Yes _____ No <u>XX</u>
E.	If the answer to section D is "yes", select (a) or (b) below and initial or detail as applicable: <div style="margin-left: 20px;"> A. The fiscal impact can be absorbed by Town/department existing resources set forth in approved Town Annual Budget (example: routine and budgeted procurement of goods/services)*if selecting E(a), please initial then skip items F,G and complete H,I and J; <div style="text-align: center;">or</div> B. The description/explanation of fiscal impact is set forth as follows: </div>

F. If the answer to E required description/explanation of fiscal impact (E(b)), please describe total Financial Cost of Funding over 5 Years		
G. Proposed Source of Funding Appropriation Account to be Charged: Grant or other Revenue Source: Appropriation Transfer (list account(s) and amount):		
H. Typed Name & Title of Preparer: Karen Occhiogrosso	(a) Signature of Preparer <div style="text-align: center;"> Karen Occhiogrosso <hr style="width: 100%;"/> <div style="display: flex; justify-content: space-between;"> Karen Occhiogrosso 10/20/2020 </div> </div>	J. Date 10/13/20
K. Accounting Staff Name & Title	L. Signature of Accounting Staff	M. Date

C. Survey

Q1 In which Riverhead hamlet do you live in?

Answered: 1,216 Skipped: 4

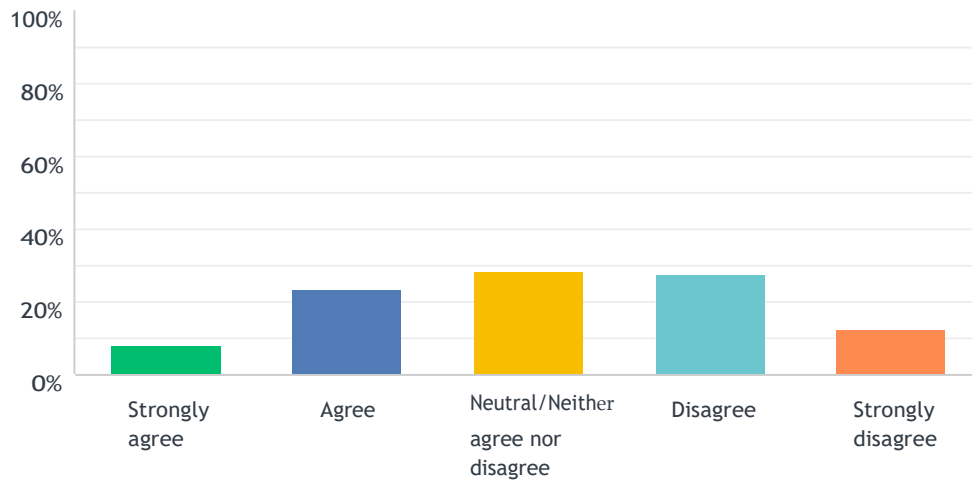


ANSWER CHOICES	RESPONSES	
Aquebogue	11.92%	145
Baiting Hollow	9.54%	116
Calverton	10.44%	127
Jamesport	9.29%	113
Manorville	2.63%	32
Riverhead	33.80%	411
Wading River	13.90%	169
Not a Riverhead resident	8.47%	103
TOTAL		1,216

Q. 1: Responses according to hamlet: Responses revealed, Riverhead 34%, Wading River 14%, Aquebogue 12%, Calverton 10%, Baiting Hollow 10%, Jamesport 9%, Not a Resident 8%, and Manorville 3%.

Q2 Please answer according to the following statement. Crime is a problem in my hamlet:

Answered: 1,214 Skipped: 6

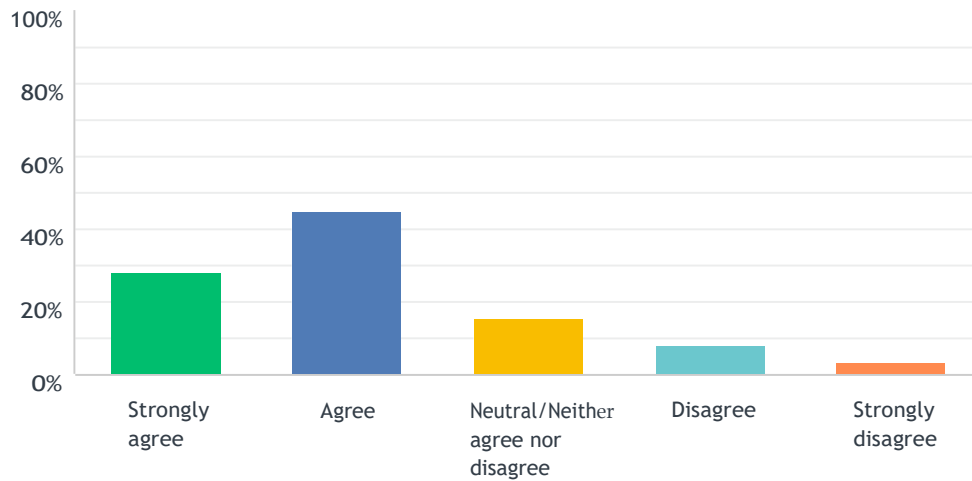


ANSWER CHOICES	RESPONSES	
Strongly agree	8.15%	99
Agree	23.31%	283
Neutral/Neither agree nor disagree	28.50%	346
Disagree	27.68%	336
Strongly disagree	12.36%	150
TOTAL		1,214

Q. 2: Perception to crime as a problem in Riverhead: Responses revealed Neutral 28%, Disagree 28%, Agree 23%, Strongly Disagree 12%, and Strongly Agree 8%.

Q3 Please answer according to the following statement. I feel safe in my hamlet:

Answered: 1,215 Skipped: 5

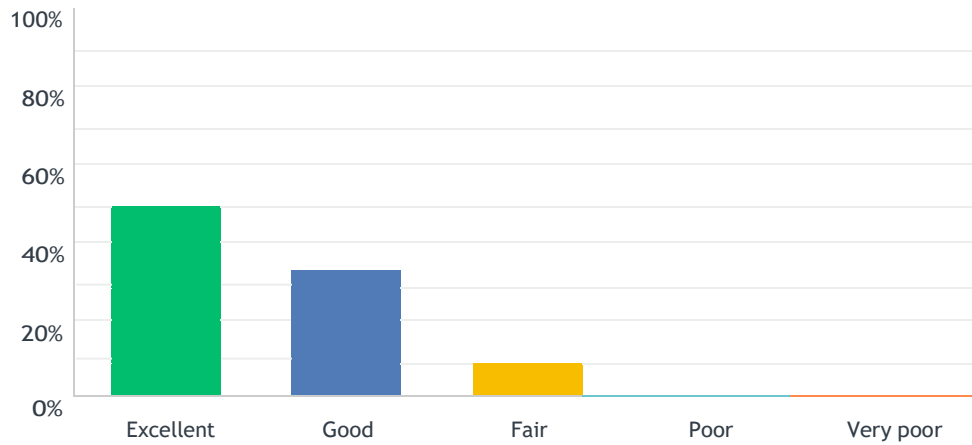


ANSWER CHOICES	RESPONSES	
Strongly agree	27.98%	340
Agree	45.10%	548
Neutral/Neither agree nor disagree	15.47%	188
Disagree	7.98%	97
Strongly disagree	3.46%	42
TOTAL		1,215

Q. 3: Perception of safety in their hamlets: Responses revealed, Agree 45%, Strongly Agree 28%, Neutral 15%, Disagree 8%, and Strongly Disagree 3%.

Q4 How would you describe the relationship between the Riverhead Police Department and residents in your hamlet?

Answered: 1,199 Skipped: 21

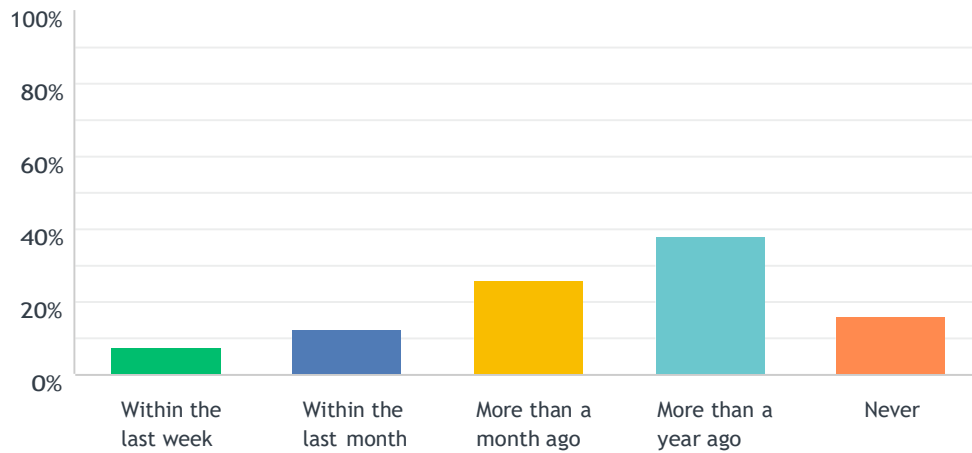


ANSWER CHOICES		RESPONSES	
Excellent		50.38%	604
Good		33.94%	407
Fair		10.76%	129
Poor		2.34%	28
Very poor		2.59%	31
TOTAL			1,199

Q. 4: Perception of relationship between the Riverhead Police Department and Riverhead participants: Responses revealed, Excellent 50%, Good 34%, Fair 11%, Very Poor 3%, and Very Poor 2%.

Q5 When was your most recent contact with the Riverhead Police Department?

Answered: 1,210 Skipped: 10

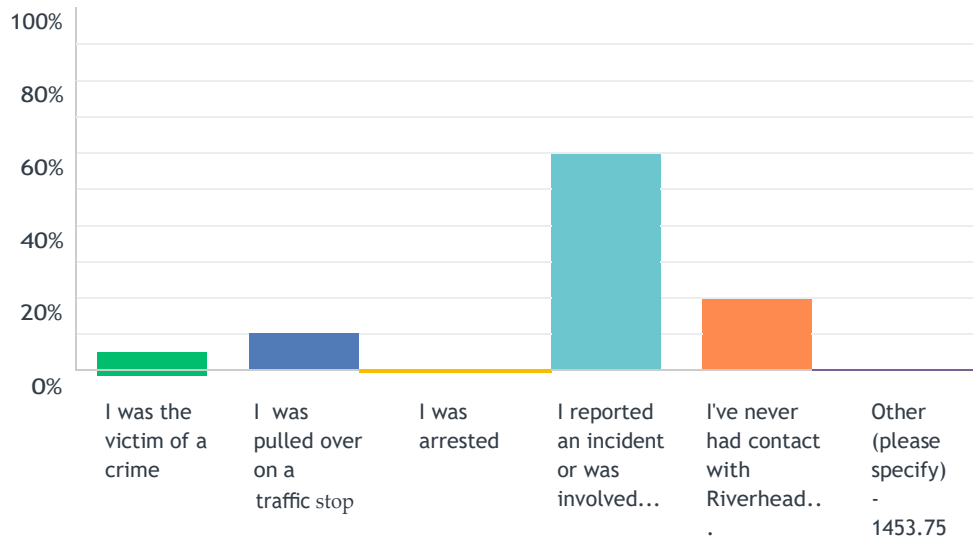


ANSWER CHOICES	RESPONSES	
Within the last week	7.52%	91
Within the last month	12.64%	153
More than a month ago	25.95%	314
More than a year ago	38.10%	461
Never	15.79%	191
TOTAL		1,210

Q. 5: Responses to most recent contact with the Riverhead Police Department: Responses revealed, within One Month to One Year 64%, Made Contact Within One Month 20%, and Never Made Contact 16%.

Q6 What was the reason for your most recent contact with the Riverhead Police Department?

Answered: 1,124 Skipped: 96

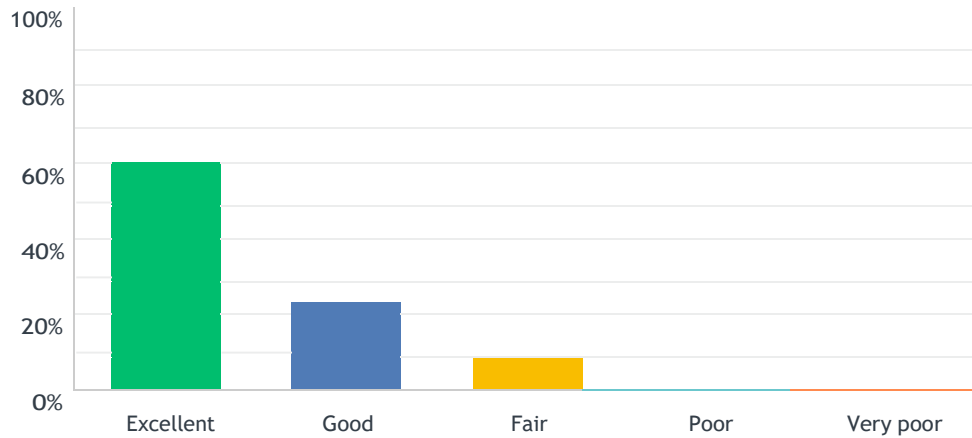


ANSWER CHOICES	RESPONSES	
I was the victim of a crime	6.94%	78
I was pulled over on a traffic stop	12.10%	136
I was arrested	0.98%	11
I reported an incident or was involved in an incident	59.07%	664
I've never had contact with Riverhead Police Department	18.42%	207
Other (please specify)	2.49%	28
TOTAL		1,124

Q. 6: Responses to types of contact with the Riverhead Police Department: Responses revealed, involved or Reported an Incident 59%, No Contact 18%, Traffic Stop 12%, Victim 7%, Other 3%, and Arrested 1%.

Q7 Please rate your recent contact with the Riverhead Police Department:

Answered: 1,120 Skipped: 100

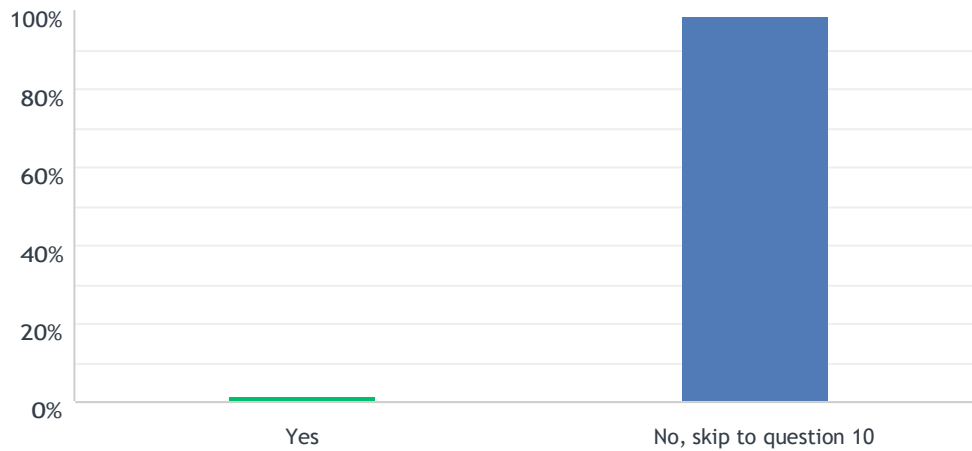


ANSWER CHOICES		RESPONSES	
Excellent		60.80%	681
Good		24.38%	273
Fair		9.38%	105
Poor		2.86%	32
Very poor		2.59%	29
TOTAL			1,120

Q. 7: Responses on rating the quality of recent contact with the Riverhead Police Department: Responses revealed, Excellent 61%, Good 24%, Fair 9%, Poor 3%, and Very Poor 3%.

Q8 During your most recent contact with the Riverhead Police Department, did you request language assistance?

Answered: 1,153 Skipped: 67

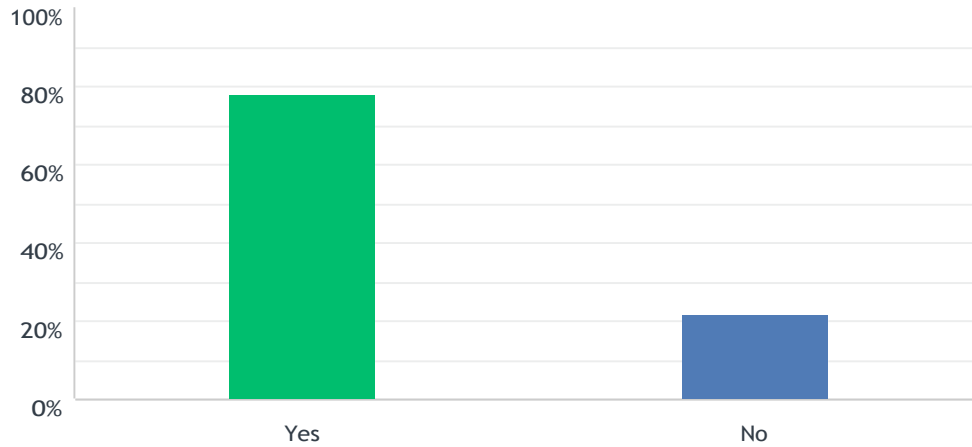


ANSWER CHOICES		RESPONSES	
Yes		1.21%	14
No, skip to question 10		98.79%	1,139
TOTAL			1,153

Q. 8: Responses revealed the need of language assistance: Revealed 99% No and 1% Yes.

Q9 Were you satisfied with the language assistance?

Answered: 55 Skipped: 1,165

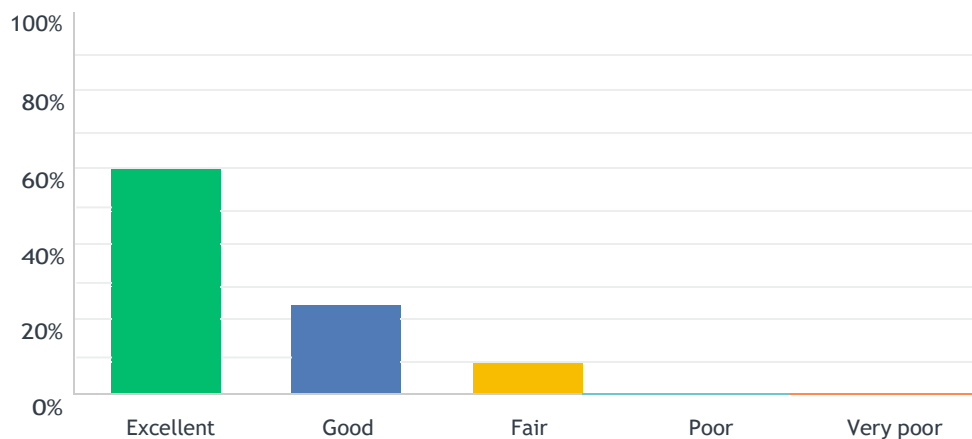


ANSWER CHOICES	RESPONSES	
Yes	78.18%	43
No	21.82%	12
TOTAL		55

Q. 9: Responses to satisfaction with language assistance: Responses revealed, 78% Yes and 22% No.

Q10 During your most recent contact with the Riverhead Police Department, what was your overall level of satisfaction?

Answered: 1,118 Skipped: 102

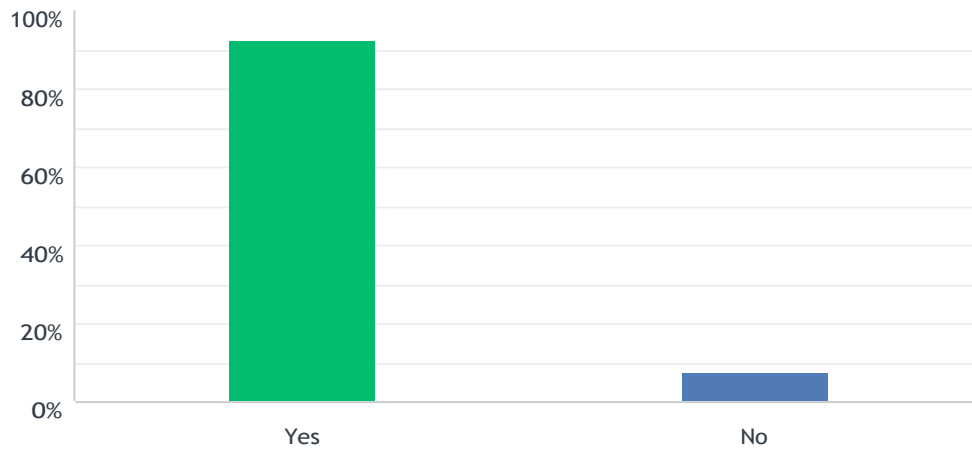


ANSWER CHOICES	RESPONSES	
Excellent	60.11%	672
Good	24.87%	278
Fair	9.30%	104
Poor	2.86%	32
Very poor	2.86%	32
TOTAL		1,118

Q. 10: Responses to overall level of satisfaction with the Riverhead Police Department: Responses revealed, Excellent 60%, Good 25%, Fair 9%, Poor 3%, and Very Poor 3%.

Q11 Based on your most recent contact with the Riverhead Police Department, do you feel you were treated with respect?

Answered: 1,114 Skipped: 106

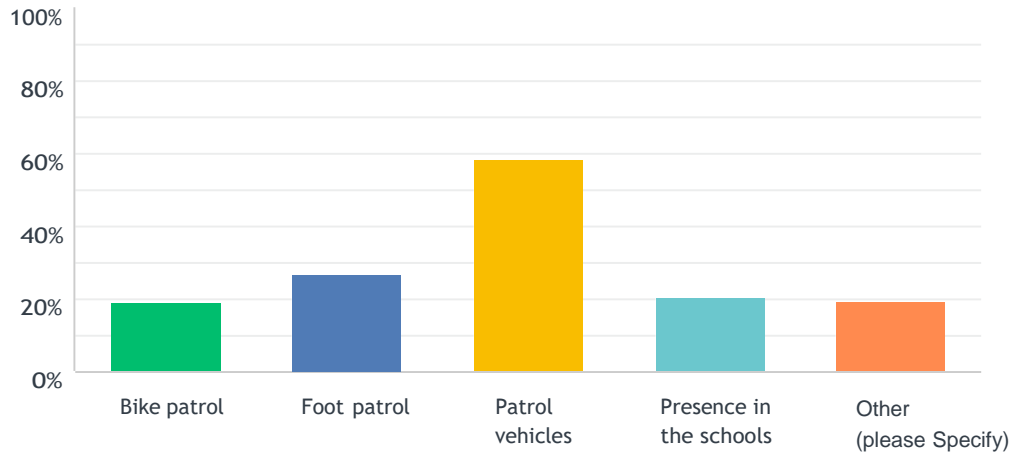


ANSWER CHOICES	RESPONSES	
Yes	92.46%	1,030
No	7.54%	84
TOTAL		1,114

Q. 11: Responses on being treated with respect by the Riverhead Police Department: Responses revealed, 92% Yes and 8% No.

Q12 What Police Department services would you like to see more of?

Answered: 1,134 Skipped: 86

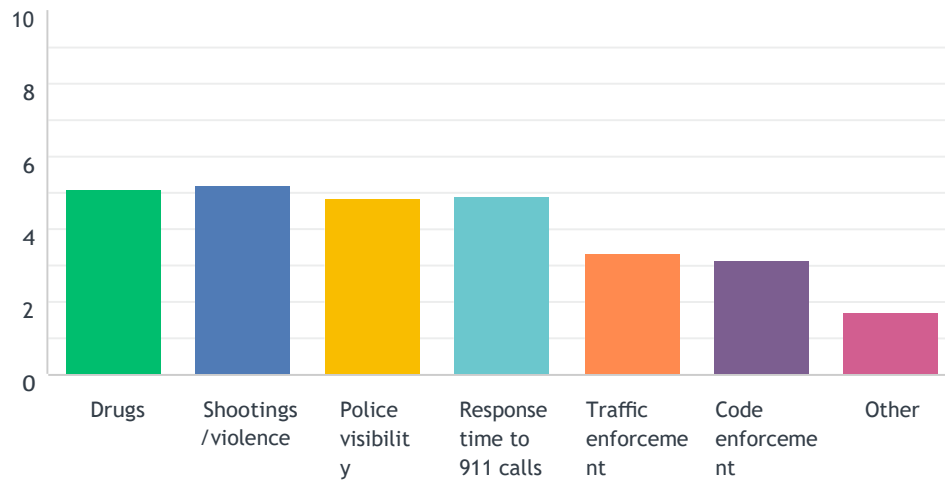


ANSWER CHOICES	RESPONSES	
Bike patrol	19.14%	217
Foot patrol	27.16%	308
Patrol vehicles	58.55%	664
Presence in the schools	20.72%	235
Other (please specify)	19.58%	222
Total Respondents: 1,134		

Q. 12: Responses concerning enhanced additional police services (check all that apply): Responses revealed, Patrol Vehicle 59%, Foot Patrols 27%, Presence in Schools 21%, Other 20%, and Bike Patrol 19%.

Q13 Please rank the police issues that you feel are most important to you (1 being most important, 7 being least important):

Answered: 1,192 Skipped: 28

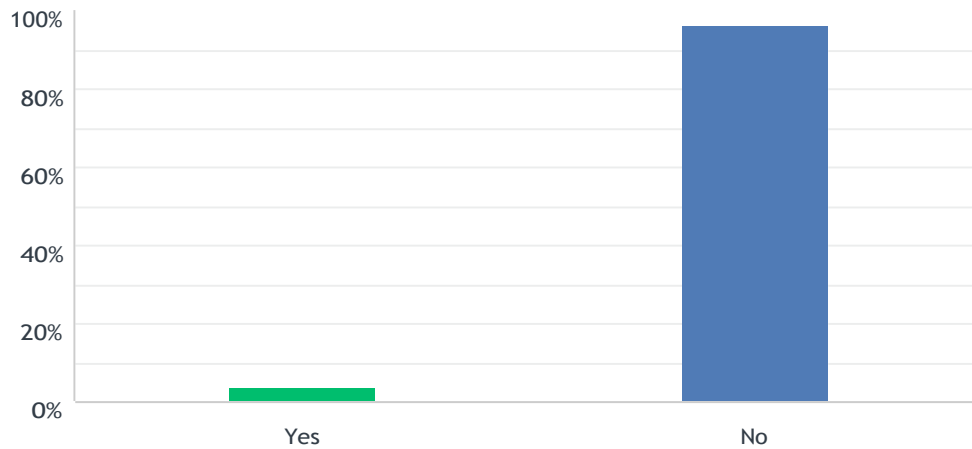


	1	2	3	4	5	6	7	TOTAL	SCORE
Drugs	20.62% 221	26.40% 283	22.85% 245	14.37% 154	8.77% 94	4.66% 50	2.33% 25	1,072	5.12
Shootings/violence	27.05% 290	26.03% 279	17.54% 188	13.53% 145	6.62% 71	5.88% 63	3.36% 36	1,072	5.22
Police visibility	20.58% 226	14.94% 164	24.13% 265	21.49% 236	10.93% 120	5.83% 64	2.09% 23	1,098	4.87
Response time to 911 calls	24.22% 265	17.09% 187	17.46% 191	20.20% 221	11.06% 121	7.50% 82	2.47% 27	1,094	4.91
Traffic enforcement	2.82% 31	6.27% 69	9.64% 106	16.00% 176	38.27% 421	21.73% 239	5.27% 58	1,100	3.33
Code enforcement	7.30% 82	8.64% 97	6.06% 68	9.88% 111	16.21% 182	40.25% 452	11.67% 131	1,123	3.14
Other	4.22% 39	1.62% 15	2.71% 25	2.16% 20	5.19% 48	9.31% 86	74.78% 691	924	1.70

Q. 13: Responses to the importance of police response by type of service (1 most important and 7 being least important): Responses revealed Shootings/violence 27%, Police Response Time (911 calls) 24%, Police Visibility 21%, Drugs 21%, Code Enforcement 7%, Other 4%, and Traffic Enforcement 3%.

Q14 Do you feel you have been a victim of racial profiling by Riverhead Police Department?

Answered: 1,200 Skipped: 20

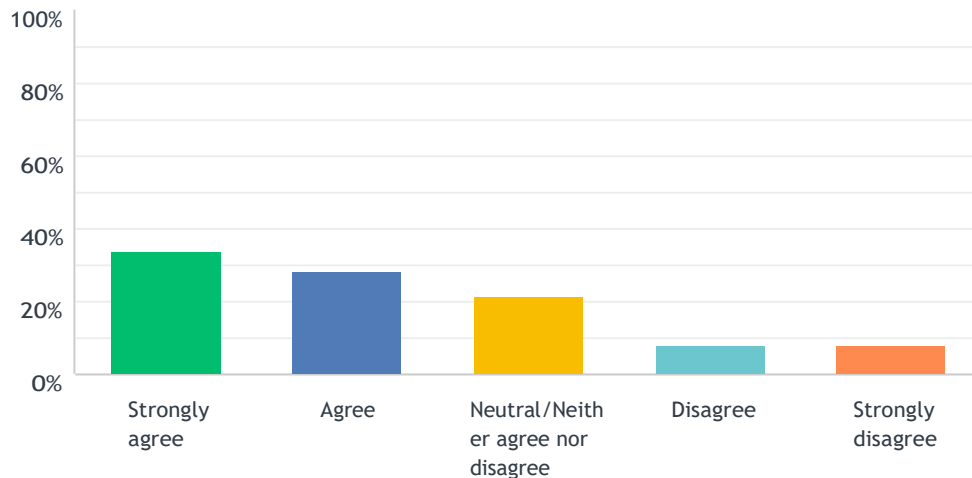


ANSWER CHOICES	RESPONSES	
Yes	3.92%	47
No	96.08%	1,153
TOTAL		1,200

Q. 14: Responses to identify victims of racial profiling by the Riverhead Police Department: Responses revealed, 96% were not a Victim of Racial Profiling, and 4% were a Victim of Racial Profiling.

Q15 Please answer according to the following statement. I am certain that the Riverhead Police Department will handle and fully investigate a complaint against one of their own officers for police misconduct:

Answered: 1,206 Skipped: 14

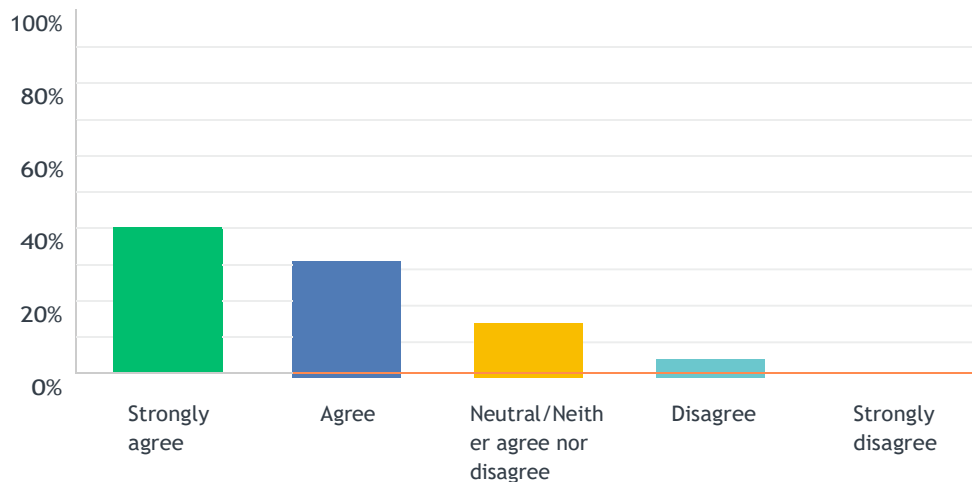


ANSWER CHOICES	RESPONSES	
Strongly agree	34.25%	413
Agree	28.36%	342
Neutral/Neither agree nor disagree	21.64%	261
Disagree	7.79%	94
Strongly disagree	7.96%	96
TOTAL		1,206

Q. 15: Responses revealing the certainty of the Riverhead Police Department ability to handle and fully investigate a complaint against one of their own officers for police misconduct: Responses revealed, Strongly Agree 34%, Agree 28%, Neutral 22%, Disagree 8%, and Strongly Disagree 8%.

Q16 Please answer according to the following statement. I believe the Riverhead Police Department can be trusted to make non-biased decisions for the residents in my hamlet:

Answered: 1,211 Skipped: 9

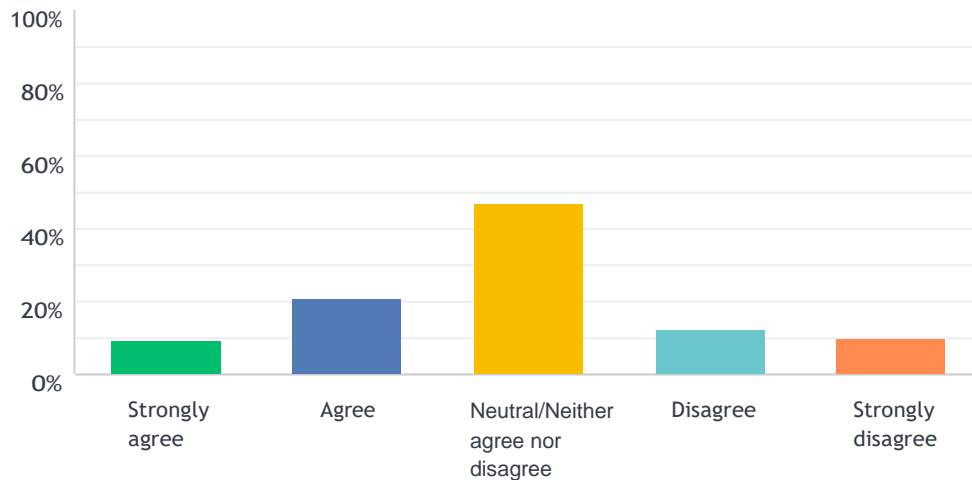


ANSWER CHOICES	RESPONSES	
Strongly agree	41.54%	503
Agree	32.54%	394
Neutral/Neither agree nor disagree	15.69%	190
Disagree	5.53%	67
Strongly disagree	4.71%	57
TOTAL		1,211

Q. 16: Responses of the Riverhead Police Department's ability to make non-biased decisions: Responses revealed, Strongly Agree 41%, Agree 32%, Neutral 16%, Disagree 6%, and Strongly Disagree 5%.

Q17 Please answer according to the following statement. I believe there are areas within the Riverhead Police Department and its policies that need to be changed:

Answered: 1,211 Skipped: 9

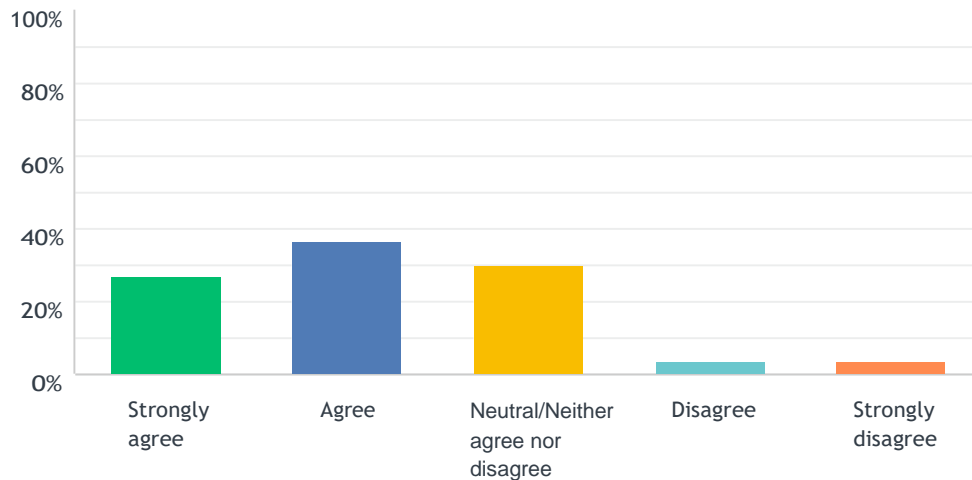


ANSWER CHOICES	RESPONSES	
Strongly agree	9.58%	116
Agree	20.81%	252
Neutral/Neither agree nor disagree	47.15%	571
Disagree	12.39%	150
Strongly disagree	10.07%	122
TOTAL		1,211

Q. 17: Responses that Riverhead Police Department policies may need to be changed: Responses revealed, Neutral 47%, Agree 21%, Disagree 12%, Strongly Disagree 10%, and Strongly Agree 10%.

Q18 Please answer according to the following statement. I believe the Riverhead Police Department is working towards improving relations with the minority communities:

Answered: 1,206 Skipped: 14

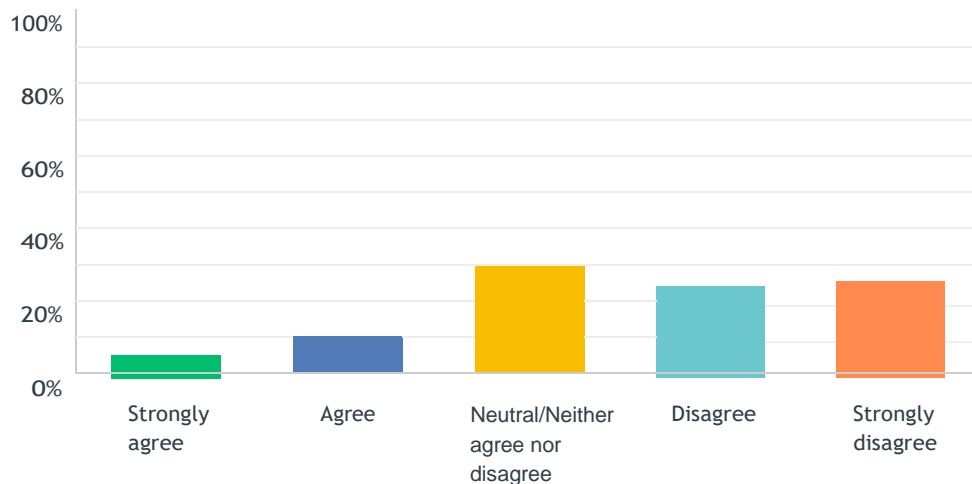


ANSWER CHOICES	RESPONSES	
Strongly agree	27.03%	326
Agree	36.40%	439
Neutral/Neither agree nor disagree	29.77%	359
Disagree	3.48%	42
Strongly disagree	3.32%	40
TOTAL		1,206

Q. 18: Responses to the belief, the Riverhead Police Department is working towards improving relationships with Riverhead minority communities: Agree 36%, Neutral 30%, Strongly Agree 27%, Disagree 3%, and Strongly Disagree 3%.

Q19 Please answer according to the following statement. I believe that minority residents in my hamlet are treated differently than other residents when dealing with the police:

Answered: 1,206 Skipped: 14

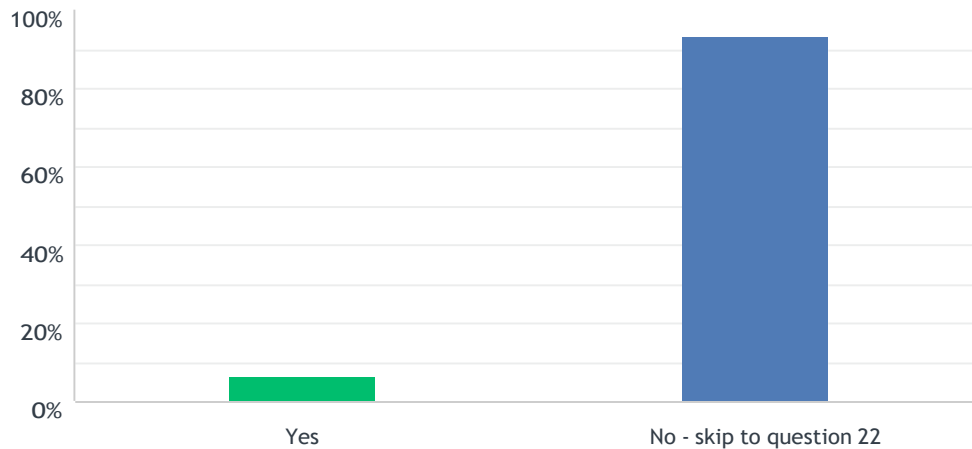


ANSWER CHOICES	RESPONSES	
Strongly agree	6.88%	83
Agree	10.61%	128
Neutral/Neither agree nor disagree	29.77%	359
Disagree	25.70%	310
Strongly disagree	27.03%	326
TOTAL		1,206

Q. 19: Responses to minorities being treated differently according to Riverhead hamlets: Responses revealed, Neutral 29%, Strongly Disagree 27%, Disagree 26%, Agree 11%, and Strongly Agree 7%.

Q20 Recently, have you, or any member of your family, felt the need to complain about any aspect of police services rendered by the Riverhead Police Department?

Answered: 1,203 Skipped: 17

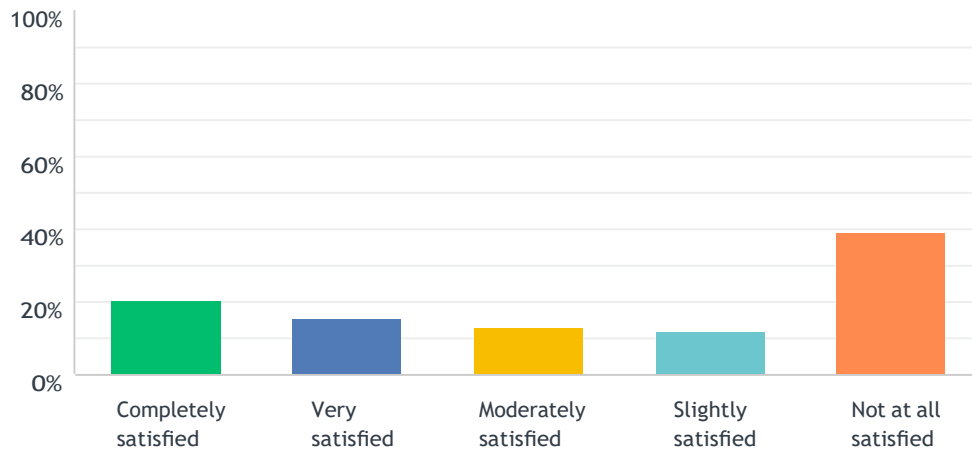


ANSWER CHOICES	RESPONSES	
Yes	6.48%	78
No - skip to question 22	93.52%	1,125
TOTAL		1,203

Q. 20: Responses on the need to complain of the quality of services rendered by the Riverhead Police Department: Responses revealed, 94% No and 6% Yes.

Q21 Were you satisfied with the manner in which your complaint was handled?

Answered: 108 Skipped: 1,112

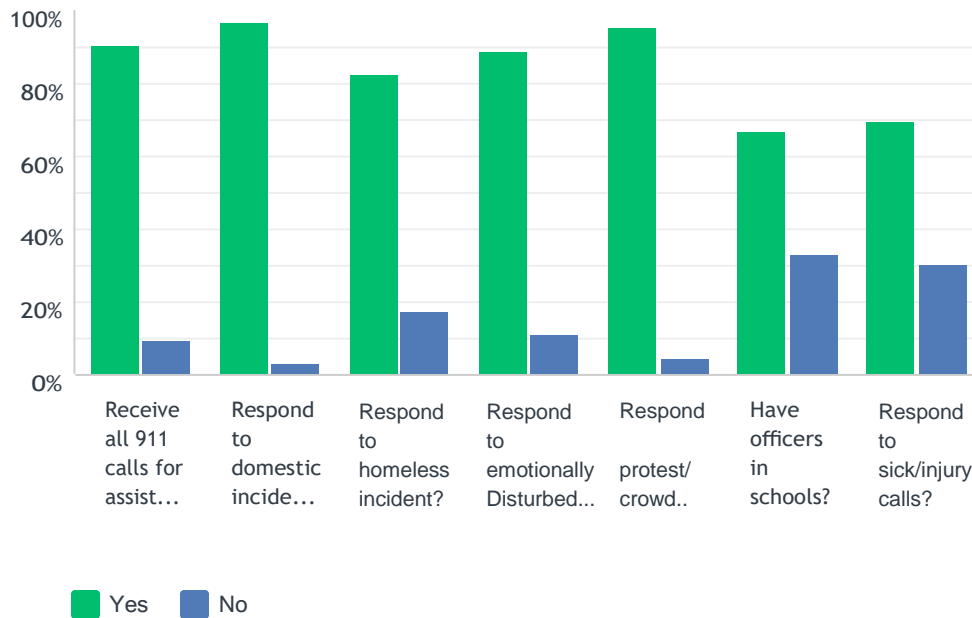


ANSWER CHOICES	RESPONSES	
Completely satisfied	20.37%	22
Very satisfied	15.74%	17
Moderately satisfied	12.96%	14
Slightly satisfied	12.04%	13
Not at all satisfied	38.89%	42
TOTAL		108

Q. 21: Responses on satisfaction for handling a past police complaint by the Riverhead Police Department: Responses revealed, Not At All Satisfied 39%, Completely Satisfied 21%, Very Satisfied 16%, Moderately Satisfied 12%, and Slightly Satisfied 12%.

Q22 Do you feel the Riverhead Police Department should provide the following services?

Answered: 1,208 Skipped: 12



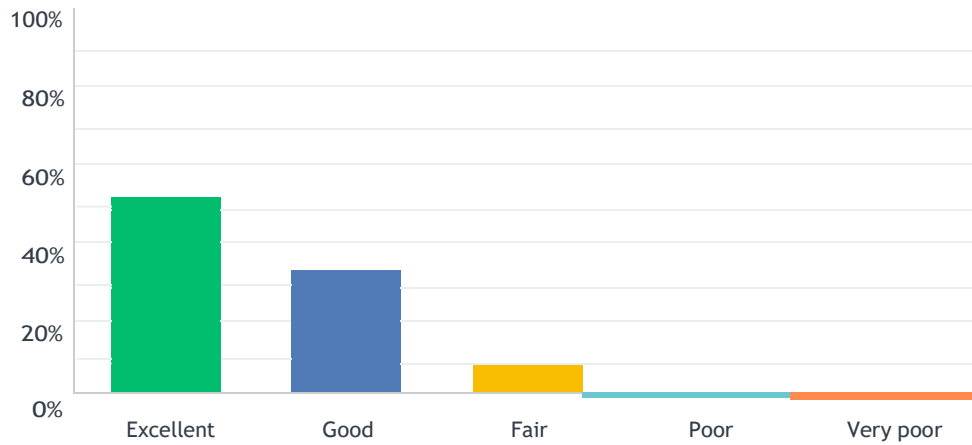
	YES	NO	TOTAL
Receive all 911 calls for assistance?	90.31% 1,081	9.69% 116	1,197
Respond to domestic incidents?	96.99% 1,161	3.01% 36	1,197
Respond to homeless incidents?	82.68% 988	17.32% 207	1,195
Respond to emotionally disturbed person incidents?	88.97% 1,065	11.03% 132	1,197
Respond to protest/crowd control incidents?	95.58% 1,145	4.42% 53	1,198
Have officers in schools?	66.84% 794	33.16% 394	1,188
Respond to sick/injury calls?	69.26% 827	30.74% 367	1,194

Q. 22: Responses on the types of services the Riverhead Police Department should provide:

Respond to domestic incidents?	97% Yes and 3% No
Respond to Protest/crowd control incident?	96% Yes and 4% No
Receive all 911 calls for assistance?	90% Yes and 10% No
Respond to Emotionally Disturbed Person?	89% Yes and 11% No
Respond to homeless incidents?	83% Yes and 17% No
Respond to sick/injured calls?	69% Yes and 31% No
Presence of Police Officers in Schools?	67% Yes and 33% No

Q23 Overall, how would you rate the services that Riverhead Police Department provides?

Answered: 1,206 Skipped: 14

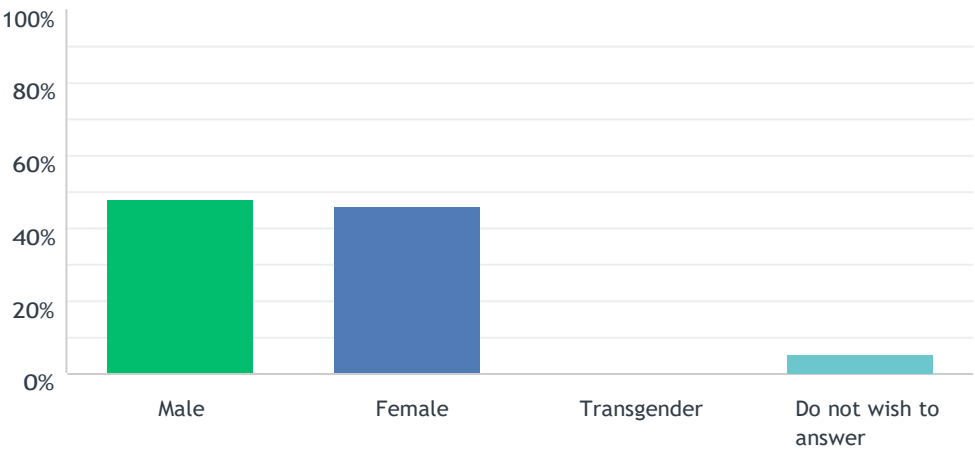


ANSWER CHOICES	RESPONSES	
Excellent	52.40%	632
Good	34.08%	411
Fair	9.95%	120
Poor	1.49%	18
Very poor	2.07%	25
TOTAL		1,206

Q. 23: Responses to rating the overall services of the Riverhead Police Department: Responses revealed, Excellent 53%, Good 34%, Fair 10%, Poor 2%, and Very Poor 1%.

Q24 OPTIONAL: What is your gender?

Answered: 1,178 Skipped: 42

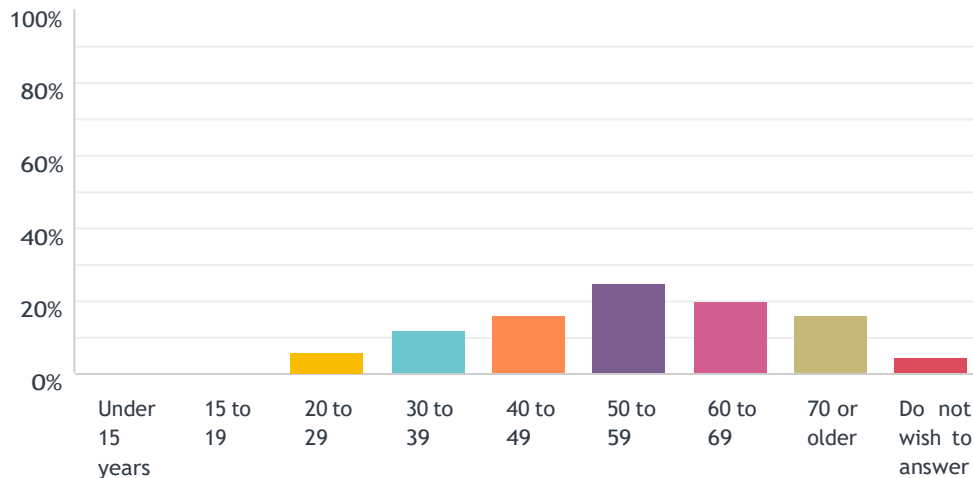


ANSWER CHOICES	RESPONSES	
Male	48.05%	566
Female	46.10%	543
Transgender	0.42%	5
Do not wish to answer	5.43%	64
TOTAL		1,178

Q. 24: Responses to Gender of survey participants (Optional): Responses revealed, Males 48%, Females 46%, Transgender 0.4%, and No Responses 5%.

Q25 OPTIONAL: Which below bracket reflects your age?

Answered: 1,187 Skipped: 33

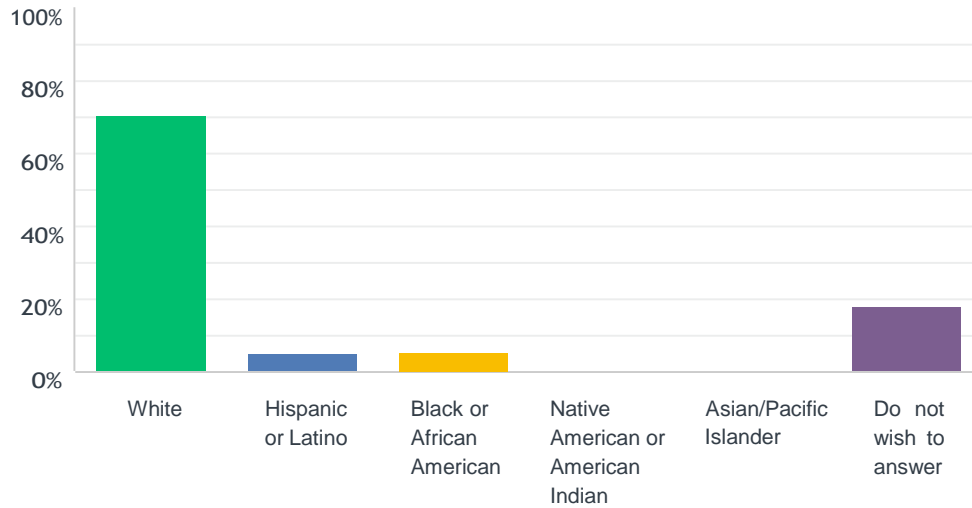


ANSWER CHOICES	RESPONSES	
Under 15 years old	0.08%	1
15 to 19	0.67%	8
20 to 29	6.07%	72
30 to 39	12.05%	143
40 to 49	15.84%	188
50 to 59	24.94%	296
60 to 69	19.80%	235
70 or older	16.01%	190
Do not wish to answer	4.55%	54
TOTAL		1,187

Q. 25: Age group of survey responses: Responses revealed (Cumulatively), any age to 49 years of age 34% and 50 years and above 66%

Q26 OPTIONAL: What ethnicity best describes you?

Answered: 1,152 Skipped: 68



ANSWER CHOICES	RESPONSES	
White	70.57%	813
Hispanic or Latino	5.12%	59
Black or African American	5.64%	65
Native American or American Indian	0.61%	7
Asian/Pacific Islander	0.26%	3
Do not wish to answer	17.80%	205
TOTAL		1,152

Q. 26: Responses to survey participant ethnicity (Optional): Responses revealed, White 71%, Did Not Wish to Answer 18%, Black or African American 6%, Hispanic or Latino 5%, Native American or American Indian, 0.6%, and Asian Pacific Islander 0.3%.

Q27 OPTIONAL: May we contact you regarding this survey? If yes, please enter your name and contact information below. If no, leave blank.

Answered: 197 Skipped: 1,023

ANSWER CHOICES	RESPONSES	
Name	97.46%	192
Company	0.00%	0
Address	92.89%	183
Address 2	0.00%	0
City/Town	94.92%	187
State/Province	94.92%	187
ZIP/Postal Code	94.42%	186
Country	0.00%	0
Email Address	92.89%	183
Phone Number	87.31%	172

Q. 27: Responses on participant willingness to be contacted regarding the Police Survey (Optional): 196 survey participants responded Yes.

D. Listening Session One

Comments that were made during the Listening Session on January 12, 2021 at 11:00 am.

Michelle Lynch

-When I went into the sight it gave me 5 options so I had to choose from them. Recruiting one of the things I saw was the Riverhead Police Department just hired 10 people and I didn't see much diversity. I would like the Town to reach out to other communities to do better recruitment. Wondering if the Traffic Stops if the Town keep a record of the number of people they stop, what nationality they are, did they give a ticket and what was the result of the stop? I think the De-escalation is extremely important for all law enforcement and anyone that is dealing with the public. To have an education on de-escalating things. That is my only comments to make on what was up there.

(Connie responded, Thank you)

Laura Jen-Smith

-Thank you for having this, just a couple of things. Just to reiterate with what Michelle had said. One of the things that I have seen recently with what other towns have done with traffic stops is that they have passed legislation in which when someone is pulled over in a traffic stop the officer pulling them over needs to identify what the reason is why there were stopped and also to provide some information to them as to who they are. I don't know if Nassau County passed it, but NYC has it in place. And we would just like to see if you could take a look at that for consideration as you move forward with the plan? De-escalation I think that certainly something that needs to be looked at. I know from just getting the Police reports many of the calls that we get from the Town of Riverhead is for Domestic Violence or some sort of interruption at the home. I think that ongoing training as we have training each year for police officers with fire arms I think de-escalation training and how to approach a situation would also be appropriate training for our police force moving forward on an annual basis. And I just have one question-are you going to provide during this listening tour any updates of what has been happening with the committee so we kind of have an overview of what's going on? I wasn't sure if that was taking place also?

(Connie responded, No Laura this is just for the purpose of listening and getting community input)

Ok thank you.

Kathleen Berezny

-Thank you Connie for allowing me to be a part of the listening tour I appreciate it very much and I'm glad that the Town of Riverhead is keeping in form with the State April 1st having your report put up there. I also believe that De-escalation is very important we need sensitivity training among our police officers. And I would also like to I know you don't have anything to do with the Town budget but I think that body cams are now a necessity to protect our police officers so that there isn't an issue that the body cam will protect the police officer as well as the person that is being apprehended. That is my take thank you very much.

(Connie responded, Thank you)

Laura Jen-Smith

-Hi Connie I will just ask once again, I'm not sure if you could just lay out how what's happening moving forward? I know that you are having these two listening sessions which I think is fantastic but then when you receive the information from these listening zoom calls will there be a draft plan that the community gets to comment on and see or is it just going to the Town Board as a draft or is it going as a resolution can you just give us some update as how between now and April 1st how things will take place?

(Connie responded, What we will be doing will be taking all the comments from the survey and the listening tours and a draft will be submitted to the Town and then it will be put up for a public hearing. So it will be just a draft then to a resolution it will be put up for a public hearing. We want to as transparent as possible.

E. Listening Session Two

Comments that were made during the Listening Session on January 14, 2021 at 5:00 pm.

Marilyn Banks-Winter

-Good evening everyone and Happy New Year. I just wanted to say that I am aware that the questions Can you hear me? Can everyone hear me? Ok great I am aware that the questions and the statements are intended to gather information and improve understanding. I am here not to challenge nor to upset anyone but my statements are necessary to bring about reform, advance improving Police community relations and thus bringing about change and unity. I am here to debunk this about why police candidates do not pass the police test nor wish to participate however I am here to encourage those to still do so. The Police should look like and represent the Riverhead community, I forgot to say I am Marilyn Banks-Winter from Riverhead which I'm sure you already know. It is charged to protect. It is suggested that the Police Chief in addition to posting advertisement to reach out to organizations to provide Police prep class for those who are able to get the word out. As soon as he or she sends it out the notice to hire a simple email list or interesting parties can be generated. Should civil service keep filing opportunities currently have Correction Officers, Deputy Warrant Police Chief A and B and there is a nonrefundable fee which is 125.00 dollars. The reason why I am saying that is because it was said before that a lot of African Americans couldn't afford it, there is a waiver. My Co-Chair James Banks and a member Jerome Bell in conjunction with profession with professors, trainers and ex law enforcement officers have developed a police prep course to train Police applicants. Just recently they trained 60 applicants at the Selden Campus of Suffolk Community College. Now the Police prep include application processing, behavior exams, psychological exams, written communication and expression test exercises, physical fitness which are conducted by retired law enforcement officers. Which includes a 75 yard run, foot pursuit, pushups, sit ups, to include 45 to 50 degree angles and a 1.5 mile run. The weak are quickly weeded out and reinforced. They also learn problem solving, logical reasoning, behavioral visualization subject matters at math, grammar, memorization, reading and comprehension. They receive a full academic experience to prepare them for any type of challenge. The waivers include veterans relieved from active duty, volunteer firefighters, Suffolk county emergency response volunteers, unemployment and primarily a head of household, people that are eligible for Medicare I mean Medicaid, SSI, Public Assistance, or temp assistance, certified job training, partnership with the ATT workforce, officer or a member of the Suffolk county auxiliary police. We also conduct as I said the police psychological test which has nothing to do with one's mental or psychological health. In fact, what it does is establish whether you are

mentally capable of performing daily duties of law enforcement officer. Police Officers are exposed to many mentally strenuous situations and it is further recommended that's PTSD evaluations and also sensitivity and diversity awareness training for new recruits and our seasoned police officers yearly. We also which is similar to sexual harassment and bullying evaluations I'm sure that are conducted yearly. So that is basically what I wanted to do was debunk any kind of statements that African Americans are not being trained for Police to become Police Officers they are and if anyone or if Chief Hegermiller wants to reach out to the AAECF, Myself or my Co-Chair Professor James Banks can do so. Thank you

(Annette responded, Thank you Ms. Banks)

Robert Ray

-My name is Robert Ray I'm the President and CEO of Agape-Waymaker. I'm on this chat today to speak about incident that took place in the Riverhead Township. I want to just commend Chief Hegermiller I think he did a great job when he spoke to me as well as Lt. Lessard. They were great. However, the incident that took place was at Costco on the 8th of last week. I was falsely accused of shoplifting, I'm a big giant black man, they targeted me racial profiled me as I was shopping at Costco. We had a protest out there the following day we were me with about 30 police cars I never seen anything like that before it was concerning that the people of Riverhead pay a lot of taxes and I feel like that was a waste of tax money. I have never been arrested before, I have never been in trouble with the law and I just think that they handled that totally wrong. I'm someone that is innocent and has never been arrested and I have no criminal history at all and they falsely accused me of stealing at Costco. There are some litigations that is going on right now regarding that situation however, I'm just not happy with the way Riverhead Police, Policed the situation. They had a bunch of cars outside they had State Troopers outside, for about 6 protesters. And about 40 police officers outside. I have never seen anything like that. You know the problem with that situation is when your black ok and seeing these types of things going on in Riverhead that goes to show you that 6 protestors is a concern to the Riverhead Police Department. They treat us like animals, they treat us like thugs they automatically assume that we are going to loot, shoot or whatever they think they know. Because they were prepared for war for 6 protestors. I have video footage when Costco falsely accused me of stealing at the store they contacted the Riverhead Police Department. Costco told them a totally different story. They told them I was being disruptive but they did not mention that they falsely accused me of stealing. I've been an activist all summer long. I thought I was going to get lynched, I thought there was 2 chasing after me because they knew me from actively from my acts against racism in healthcare. So I didn't know what was going on I just seen 6 white men chasing me and I didn't know what was going on so I panicked and started screaming and cursing. And then they told the Police a totally different story. The truth is the matter of the line is I was falsely accused of stealing at the store, it is a concern to me that Riverhead Police Department would show up with 30 to 40 police cars and falsely accuse me and try to combat with us 6 protestors as we were criminals. This is not what the people of Riverhead would like. They do not want to be spending tax money on

all these police officers or peaceful protestors. I asked you guys to look into this because I don't understand. On Long Island itself there hasn't been no rioting no shooting or any type of looting on Long Island. I don't understand when you have protests why are the Officers so aggressive towards us protestors? We are peaceful protestors we are not shooting we are not looting we are not doing anything harmful. I couldn't sleep at night because I felt like I was targeted by the Police Department. I mean when they came to Costco the guy touched my shoulder number 1, a police officer he said let me talk to you. That is highly unprofessional for him to grab my shoulder. Because as a big black man that stands 6'4", 285 lbs., if I was to touch that officer and say to him hold on let me talk to you by putting my hands on his shoulder there is a high possibility that I could have been shot that day. But he had the nerve to touch me and grab my hand and I told Chief Hegermiller about that I felt concerned that his officer touched me and of course I was a little aggressive I was a little you know upset because I was just falsely accused of stealing and I have never stolen in my life. You know it's just a concern and it was my first time inside Riverhead and the Riverhead Cops I have never been to that store before. But I do know that I'm often racially profiled because of my size and the way that I shop you know I spend a lot of money when I shop but I'm a hard working citizen of the United States of America it shouldn't be what I buy that is a concern to some people. But I was racially profiled and I did not the way that Riverhead PD handled the situation. Also there was a sergeant that was there she is a female she was talking to me like I didn't know what was going on. So when I was there at Costco when I arrived to protest (Annette Totten: Ray your 3 minutes are up can you try and round it up) yes I will I'm sorry about that. Ok so when I got to Costco to do the protest the Sgt. Lady that was there I forgot her name she said to me well if you arrive and step foot out here you will be arrested for trespassing. I said to her well if you arrest me it's going to be a false arrest because Costco is a sub tenant of that building they do not own this parking lot. Then she made all these calls try to do her best to try to arrest me but I wasn't arrested because I knew my rights. The problem with America the problem with Long Island is when your educated black man they try their hardest to shut you down but they can't shut me down because I know my rights and I will continue to fight for what is right. Just like this Saturday coming up we will be outside again Costco protesting for my rights and Riverhead PD is going to show up with about 60, 70 Officers for about 20, 30 protestors.

(Annette responded, Thank you very much Mr. Ray)

James Freeman

-Good evening everyone. I thank the Town of Riverhead for opening up this meeting for us to be able to have this discussion. I'm the President of the Gordon Heights Civic Association out in Suffolk County. Been out here for about 18 years. And what we have done in the Gordon Heights area in working with Suffolk County Police Department is we set up meetings with the community and with community groups we had about 50 groups all come in and sit down. The reason for putting everyone together was basically to have

everyone on the same page. One of the things that Chief Hegermiller was saying was that there is a new age in policing. Especially out in the Town of Riverhead which it is. But the Police Department has to reflect that change that is going on in the community itself. Which means there going to have to hire more Officers of color. They can't go off the history of Riverhead they have to go off and create a new history of Riverhead because the way that the Police Department was designed in the past was not beneficial for individuals of color that lived in those communities. So we can't look at the past and work off of that. We have to create a new future and the way that we do policing today. Now one of the things that we did through the Gordon Heights Civic was make sure that we brought those two groups together the community groups and the Police Department was basically so that the Police Department can see and hear the concerns of the community but also the community to hear the concerns of the Police Department and the things that were going on. The only way that we are going to be able to be successful is having a community which supports the Police Department is to make sure that they are on the same page. If you do not have proper communication the only that is left is war. And who wants to be a part of any type of war? No one, So the easiest way to avoid that is to open up the lines of communication between the parties. One of the things that we specifically did was knowing your rights and when you get stopped by an officer. When we brought them together and we had that discussion we had filled the room to capacity. What the community didn't know was how scared a lot of the Officers were about approaching a car with multiple individuals in that car they didn't think in their minds that that Officer was worried about who was in the car and being able to make it home that night. But the Officers on the opposite side didn't take into consideration the individuals in the car. They were worried about that Officer coming up and approaching them. Because as an individual of color we don't know what kind of person or a Police Officer we are going to get. We don't know if we are gonna get that Officer who is there to protect and serve or were gonna get that Officer who is racist, who is brought up that way, who is biased and that would abuse the authority of their office. And that's one of the concerns that we had to bring up to get everyone on the same page to get an understanding of. And you would think that that was something simple. A lot of the simple things and a lot of disagreements and problems are just that, their simple. But there not simple if no one is understanding and on the same page of that understanding of that issue or that problem. Now if you go on Youtube one of the things that we had discussed in a lot of our discussion meetings was the issue between that communication the interaction the recruitment and a whole host of other issues related to law enforcement in communities. And there are watch groups that post up on Youtube so when we have individuals like we had in some of the other discussions with the PBA that said no, one of the reasons that we are a community of color is because that is where the crime is. You have to understand why the crime is there. And that is not where all of the crime actually is. That that crime is everywhere. And we can't collectively do anything to address it unless we work on it together. One other thing and I will finish with this is that we started community meetings in every single precinct in Suffolk County we started community meetings were the community can come in voice their concerns see what the crime rates and the statistics are for the area that they live in for the precinct that serves them. One of the things in the sixth precinct we put up two flat screen TV's and in putting up those two flat screen TV's people got to see where the crime actually was and a lot of the individuals from Coram, Stonybrook, Middle Island, Medford,

Yaphank they thought that the majority of the crime would be in Gordon Heights. By putting that map up, they found out that we have one of the lowest crime rates in the State of New York. But had they not showed up for these meetings they would have never known. Because they worked off the misconceptions of what people were told or what their preconceived biases were in the past. So with that one of the things I wanted to say is this one of the first meetings and it can't be the last meeting. The conversation has to continue. Every single step we have to make we have to make and voice it together. And you can't take things in a negative way because you don't understand the perception of where we were coming from especially as a person of color. Because an individual who is Caucasian is going to have a different experience than a person of color because of the history of how we were policed, how we were brought up and what we were taught in school. So I'm looking forward taking the next step to bring us together for that understanding so we can make the Riverhead area and Long Island itself as a whole a better place for all of us to live for ourselves, our seniors and our children. Thank you

(Annette responded, replied Thank you very much Mr. Freeman)

John McAuliff

-Good evening thanks very much. Three points I wanted to make. Well first before making any of the points I just wanted to express appreciation for what you're doing and what the Supervisor is doing and the Police Chief are doing in trying to advance a very important localized version of a national problem. And how much of this is a problem is a little hard for me to say because I am obviously white, I'm older, and I'm solidly in the middle class so that things are not as likely to affect me. The encounter I had with the Riverhead Police Officer when I failed to stop at a stop sign or did a rolling stop he was very polite and appropriate and I went in to do my time at the court so my personal experience is limited so but I do want to observe three things. one is in the session of the town board where there was a serious effort for having the vacancy to be filled by Marilyn Banks-Winter which we regret did not happen um for a variety of reasons but in that somebody testified a guy named Chip Williford who has a place on main street, he did sound stuff and he said he had a bad experience with the Riverhead Police and I don't know whether anyone has anyone followed up with him about that but that would be I think a useful bit of experience to bring into your discussions. The second thing is just in looking at the newspapers I was Peace Corp. volunteer peruse and I tend to look at Hispanic names and experiences and I noticed in the police reports or at least as they show up in the weekly paper a great disproportion of names are Hispanic now that could be that the immigrant population of Hispanics it's the same situation for my ancestors the Irish or Italians that especially in the first wave the first generation there is some disproportion of people with social issues or it could be that they are being handled differently by the Police. And again I don't know the reality I just know this is something that disturbs me when I see it in the paper. But that brings me to the third point it has been said already a couple of times that the issue of the Police force in Riverhead it's just totally disproportionate to the population. Riverhead is about 20% Hispanic and 20% African American. I don't know what the actual numbers are but my

impression is that the number of Black and Hispanic Police Officers is very very much lower than that. And it's been said this not unique to Riverhead but all over the Country much less all over the world a police force tends to be more effective, more responsive if it reflects the population that is it policing or working with especially if you have a community orientation. The policing now I asked this question at the last board meeting and the sound is really terrible both the Supervisor and the Chief answered it and I could understand only a little bit of it I haven't had a chance to go back and look at the video but it seemed that what they were talking about was civil service requirements and application processes and pools of qualified people I mean that is not a new issue, every time there is a discussion any place in the country about trying to have a more police force that is more reflective of the community it serves those issues come up. Lots of places have found solutions the question is whether Riverhead is trying hard enough to find a solution. I brought this up because they were a very impressive young group of Police Officers that were sworn in at the last board meeting and every one of them near as I could tell from the screen was Caucasian. So whatever the if there some principle interest in trying to get diversity in the Police force I think it's not doing it and so that the whole process needs to be seriously examined and again if it's a State civil service thing it may be larger State issue and not just a Riverhead issue but I think something has to happen so at the end of the day that problem is dealt with. So thank you very much.

(Annette responded, Thank you very much Mr. McAuliff)

Marilyn Banks-Winter

- I just wanted to piggy back off of what Mr. McAuliff was mentioning as far as the police test and the police testing for Suffolk County It is a State issue because a lot of our 60 applicants they went through the written test but once the physical fitness test was administered a lot of them did not pass so we are looking into why they did not pass. Because these are 20-30 year olds and they were trained by ex-police officers they did the running and everything that I described as far as the training is concerned they achieved it. So we are looking into why are African American men and woman are not passing the physical fitness test they pass the mental health test, the written test but the physical fitness test there is a problem there. So we are looking into that. Thank you

(Annette responded, Thank you)

Michelle Lynch

- I just wanted to say that I was on the other day when you had it and I was misquoted in the News Review. I spoke with Tim Gannon and he was going to correct it. I did not say about the Town Board diversity I was speaking about the police department as the previous gentleman stated that we saw the hiring and there was no diversity and again it comes down to the basic outreach that needs to be done and again I want to reiterate as I said the other day that on police stops there should be a way that you can track and document why was the person stopped and the person's nationality and color and what was the end result of that traffic stop so that's all I have to say. Thank you.

(Annette responded, Thank you very much)

Robert Ray

- I just wanted to piggy back off of what John and Ms. Banks said that you know I do feel like just from being out here from my activism that I feel that you know having people of color on the police force is highly needed especially in the riverhead community as well as Suffolk to. But I know were pertaining to Riverhead you know I don't know if its cause my statue or size but when we was out there protesting a couple days ago every officer and I notated it in videos they had their hand on their gun. So to me that is a threat or maybe they thought I was a threat. But however, if you have someone of color of minority in the police force they would have reacted differently rather than holding their gun like they're going to shoot me for just talking. So to me if you don't have diversity in the community you will never be able to reach the black and Hispanic population all your doing is wasting tax payer dollars that's all I have to say.

(Annette responded, Thank you very much Mr. Ray)

F. Compliment/Complaint Form

Compliments or Complaints

A department representative will normally respond to your message within five business days.

If you are writing about an EMERGENCY, please dial 911 immediately.

Reason

☐ Compliment

☐ Complaint

☐ Request for info

First Name

Last Name

Address

City

State

Zip Code

Phone Number

Email Address

Officer(s) Involved

Brief Comment (limited space)

Would you like us to contact you?

☐ Yes

☐ No

Send

G. Resolution – Publish and Post Draft Plan

02.17.2021

ADOPTED

TOWN OF RIVERHEAD

Resolution 2021-135

**AUTHORIZES A PUBLIC HEARING REGARDING PRESENTATION OF A PROPOSED PLAN BY THE RIVERHEAD
LAW ENFORCEMENT ADVISORY PANEL (LEAP) PURSUANT TO NEW YORK STATE GOVERNOR ANDREW M.
CUOMO’S EXECUTIVE ORDER NO. 203, ENTITLED NEW YORK STATE POLICE REFORM AND REINVENTION
COLLABORATIVE**

Councilman Beyrodt Jr. offered the following resolution,
which was seconded by Councilman Rothwell

WHEREAS, pursuant to New York State Governor Andrew M. Cuomo’s Executive Order No. 203, entitled New York State Police Reform and Reinvention Collaborative, each local government entity which has a police agency operating with police officers as defined under 1.20 of the criminal procedure law must perform a comprehensive review of current police force deployments, strategies, policies, procedures, and practices, and develop a plan to improve such deployments, strategies, policies, procedures, and practices, for the purposes of addressing the particular needs of the communities served by such police agency and promote community engagement to foster trust, fairness, and legitimacy, and to address any racial bias and disproportionate policing of communities of color; and

WHEREAS, the Town of Riverhead is served by the dedicated men and women of the Riverhead Town Police Department;
and

WHEREAS, each chief executive of such local government shall convene the head of the local police agency, and stakeholders in the community to develop such plan, which shall consider evidence-based policing strategies, including but not limited to, use of force policies, procedural justice; any studies addressing systemic racial bias or racial justice in policing; implicit bias

awareness training; de-escalation training and practices; law enforcement assisted diversion programs; restorative justice practices; community-based outreach and conflict resolution; problem-oriented policing; hot spots policing; focused deterrence; crime prevention through environmental design; violence prevention and reduction interventions; model policies and guidelines promulgated by the New York State Municipal Police Training Council; and standards promulgated by the New York State Law Enforcement Accreditation Program; and

WHEREAS, the political subdivision, in coordination with its police agency, must consult with stakeholders, including but not limited to membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials, and create a plan to adopt and implement the recommendations resulting from its review and consultation, including any modifications, modernizations, and innovations to its policing deployments, strategies, policies, procedures, and practices, tailored to the specific needs of the community and general promotion of improved police agency and community relationships based on trust, fairness, accountability, and transparency, and which seek to reduce any racial disparities in policing; and

WHEREAS, such plan shall be offered for public comment to all citizens in the locality, and after consideration of such comments, shall be presented to the local legislative body in such political subdivision, which shall ratify or adopt such plan by local law or resolution, as appropriate, no later than April 1, 2021; and

WHEREAS, such local government shall transmit a certification to the NYS Director of the Division of the Budget to affirm that such process has been complied with and such local law or resolution has been adopted; and

WHEREAS, the NYS Director of the Division of the Budget shall be authorized to condition receipt of future appropriated state or federal funds upon filing of such certification for which such local government would otherwise be eligible; and

WHEREAS, Town Supervisor Yvette M. Aguiar, as the chief executive of the Town of Riverhead, did convene Riverhead Town Police Chief David J. Hegermiller and established a stakeholder group entitled the Riverhead Law Enforcement Advisory Panel (hereinafter “LEAP”) on or about October 20, 2020, pursuant to the aforementioned parameters and guidelines as delineated in the executive order; and

WHEREAS, LEAP thereafter engaged in virtual biweekly stakeholder meetings, established and conducted a community survey, and conducted two separate listening sessions on behalf of the members of the public on January 12, 2021, and January 14, 2021, regarding the subject matter addressed in the executive order; and

WHEREAS, LEAP has analyzed the data obtained in the biweekly meetings, community survey, two separate listening sessions and public comment and formulated a proposed Plan pursuant to the directive and parameters of the executive order.

NOW THEREFORE BE IT RESOLVED, that a public hearing shall be held on Tuesday, March 16, 2021, at 2:10 p.m., Riverhead Town Hall, 200 Howell Avenue, Riverhead, New York, 11901, regarding LEAP's presentation of its proposed Plan pursuant to the directive and parameters of the NYS Governor's Executive Order 203; and be it further

RESOLVED, the purpose of the public hearing is two-fold: first, to facilitate LEAP's presentation of its proposed Plan to the town board for its consideration and second, to garner additional public comment regarding the proposed Plan; and be it further

RESOLVED, that LEAP is directed to facilitate publication of its proposed Plan on the Town's website and make same available to members of the public and media upon request on or before Tuesday, March 2, 2021; and be it further

RESOLVED, that the Town Clerk is hereby directed to forward a copy of this resolution to the Riverhead Town Attorney and Police Chief David J. Hegermiller; and be it further


RESOLVED, that all Town Hall Departments may review and obtain a copy of this resolution from the electronic storage device and, if needed, a certified copy of same may be obtained from the Office of the Town Clerk.

THE VOTE

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Frank Beyrodt Jr., Councilman
SECONDER:	Kenneth Rothwell, Councilman
AYES:	Aguiar, Hubbard, Kent, Beyrodt Jr., Rothwell

FISCAL IMPACT STATEMENT OF PROPOSED RIVERHEAD TOWN BOARD LEGISLATION

H. Type of Legislation Resolution <u>XXX</u> Local Law
C. Title of Proposed Legislation: Authorizes a Public Hearing Regarding Presentation of a Proposed Plan by the Riverhead Law Enforcement Advisory Panel (LEAP) Pursuant to New York State Governor Andrew M. Cuomo's Executive Order No. 203, Entitled New York State Police Reform and Reinvention Collaborative AUTHORIZES A PUBLIC HEARING REGARDING PRESENTATION OF A PROPOSED PLAN BY THE RIVERHEAD LAW ENFORCEMENT ADVISORY PANEL (LEAP) PURSUANT TO NEW YORK STATE GOVERNOR ANDREW M. CUOMO'S EXECUTIVE ORDER NO. 203, ENTITLED NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE D.
E. Purpose of Proposed Legislation:
F. Will the Proposed Legislation Have a Fiscal Impact? Yes _____ No <u>XXX</u>
G. If the answer to section D is "yes", select (a) or (b) below and initial or detail as applicable: <div style="margin-left: 40px;"> (b) The fiscal impact can be absorbed by Town/department existing resources set forth in approved Town Annual Budget _____ (example: routine and budgeted procurement of goods/services)*if selecting E(a), please initial then skip items F,G and complete H,I and J; <div style="text-align: center; margin: 5px 0;">or</div> (c) The description/explanation of fiscal impact is set forth as follows: </div>
H. If the answer to E required description/explanation of fiscal impact (E(b)), please describe total Financial Cost of Funding over 5 Years
I. Proposed Source of Funding Appropriation Account to be Charged: Grant or other Revenue Source: Appropriation Transfer (list account(s) and amount):

H. Typed Name & Title of Preparer: Karen Occhiogrosso	I. Signature of Preparer	J. Date
	Karen Occhiogrosso Karen Occhiogrosso 2/17/2021	2/09/21
K. Accounting Staff Name & Title	L. Signature of Accounting Staff	M. Date
William Rothaar, Accounting Department	 William Rothaar	2/17/21

H. Resolution – Adoption of Plan

Will be included on final plan to NYS

I. Certification

Will be included on final plan to NYS